

WORKFORCE INVESTMENT CONSORTIUM VIRTUAL MEETING

Friday, June 25, 2021

6/25/21 CONSORTIUM VIRTUAL MEETING DETAILS

Meeting Details

Meeting Agenda

Welcome

Roll Call

Chair/Vice Chair
Nomination

Public
Comment

Action / Info
Items

Adjournment

What: Consortium & Board of Directors

When: Friday, June 25, 2021
11:00 a.m. – 12:00 p.m.

Where: Virtual Meeting

Zoom Meeting:

Link: <https://careersourcecf.zoom.us/j/99978459777?pwd=QXM1alhvUk0xYTBnckp6RStuN1FCUT09>

Dial In: 1 (929) 205-6099

Access Code: 999 7845 9777 / Passcode: 809290

6/25/21 CONSORTIUM VIRTUAL MEETING AGENDA

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Chair/Vice Chair Nomination

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Agenda Item	Topic	Presenter	Action Item
1.	Welcome	Pamela Nabors	
	A. New Consortium Members		
2.	Roll Call / Establishment of Quorum	Kaz Kasal	
3.	Nomination of New Chair and Vice Chair	Consortium	X
4.	Public Comment		
5.	Action/Information Items		
	A. Action Items:	Consortium Chair	
	1) Approval of Minutes – 12/17/20 Consortium & Board Joint Meeting		X
	2) Approval of CSCF Board Appointments		X
	3) Approval of the 2021-2022 CSCF Budget		X
	B. Information Items:		
	1) Schedule to Amend Interlocal Agreement	GrayRobinson, P.A.	
	2) President's Report	Pamela Nabors	
6.	Adjournment of Consortium		

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► **Welcome**

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WELCOME

NEW CONSORTIUM MEMBERS

CONSORTIUM WELCOME



Welcome to:
Commissioner Josh Blake
Lake County, FL

CONSORTIUM WELCOME



Welcome to:
Commissioner Peggy Choudhry
Osceola County, FL

CONSORTIUM WELCOME



Welcome to:
Commissioner Andria Herr
Seminole County, FL

Meeting Details

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► Roll Call

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ROLL CALL / ESTABLISHMENT OF QUORUM

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► **Chair/Vice Chair
Nomination**

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NOMINATION OF NEW CHAIR AND VICE CHAIR

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Public
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Adjournment

PUBLIC COMMENT

Meeting Details

Meeting Agenda

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Public
Comment

▶ Action /
Info Items

Adjournment

ACTION / INFORMATION ITEMS



DRAFT
Consortium & Board of Directors Joint Meeting

Thursday, December 17, 2020, 9:00 a.m.

MINUTES

CONSORTIUM MEMBERS

PRESENT:

Commissioner Leslie Campione, Commissioner Lee Constantine, Mayor Jerry Demings, and Commissioner Gary Search

CONSORTIUM MEMBERS

ABSENT:

Commissioner Peggy Choudhry

BOARD MEMBERS PRESENT: Mark Wylie, Andrew Albu, Steve Ball, Paul Bough, Glen Casel, Diane Culpepper, Keira des Anges, John Gill, Nicole Guillet, John Gyllin, Mark Havard, Jeff Hayward, Brooke Morris, Sheri Olson, Bryan Orr Kathleen Plinske, David Sprinkle, Jim Sullivan, Richard Sweat, Jane Trnka, Al Trombetta, Eric Ushkowitz, Larry Walter, Matt Walton, Sharron Washington, and Jody Wood

BOARD MEMBERS ABSENT: Wendy Brandon, Wendy Ford, Eric Jackson, and Christopher Wilson

STAFF PRESENT:

Pam Nabors, Mimi Coenen, Leo Alvarez, Lisa Burby, Dyana Burke, Steven Nguyen, Nilda Blanco, Cliff Marvin, Carla Sosa, Kierstyn Bishop and Kaz Kasal

GUESTS PRESENT:

McKenzie Frazer / CSCF Participant; Chris Carmody, Thomas Wilkes / GrayRobinson

Consortium-Board Meeting		
Agenda Item	Topic	Action Item / Follow Up Item
1	Welcome <ul style="list-style-type: none"> Commissioner Campione, Consortium Chair, called meeting to order at 9:03 am and welcomed attendees. Commissioner Campione recognized Commissioners Arrington, Butler and Constantine for their service on the Consortium. Commissioner Campione welcomed the following successors on the Consortium: Commissioners Peggy Choudhry and Gary Search; and noted Commissioner Andria Herr will be joining the Consortium in 2021, at its next meeting. Ms. Annmarie O'Brien reviewed CSCF's recent veteran events. 	
2	CSCF Spotlight Story <ul style="list-style-type: none"> Ms. McKenzie Frazer, CSCF Participant via CARES Act Funds/"Help Is Here" program, thanked CSCF for helping her attain a paid internship with Central Florida Community Arts where she gained many skills working on a myriad of projects. 	
3	Roll Call / Establishment of Quorum <ul style="list-style-type: none"> Ms. Kasal, Executive Coordinator, reported a quorum present on the Consortium and over two-thirds quorum on CSCF Board. 	
4	Public Comment <ul style="list-style-type: none"> A member of the public, Mr. Mohamed Chaoudi, provided his comments. 	



Consortium-Board Meeting (continued)		
Agenda Item	Topic	Action Item / Follow Up Item
5	Approval of Minutes – 6/25/20 Consortium Meeting <ul style="list-style-type: none"> Reviewed draft minutes from 6/25/20 Consortium Meeting (attachment). 	Commissioner Constantine made a motion to approve minutes from the 6/25/20 Consortium meeting. Commissioner Search seconded; motion passed unanimously.
6	Approval of Board Appointments <ul style="list-style-type: none"> Reviewed appointments of CSCF Board (attachment) 	Commissioner Constantine made a motion to approve appointments to CSCF Board, as presented. Mayor Demings seconded; motion passed unanimously.
7	Adjournment of Consortium <ul style="list-style-type: none"> Consortium adjourned at 9:25 am. 	
8	Consent Agenda <ul style="list-style-type: none"> Mr. Wylie asked the Board if any item on consent agenda, as listed below, should be moved off for further discussion: <ul style="list-style-type: none"> Draft Minutes of 9/24/20 Board Meeting 	Mr. Hayward made a motion to approve all items on the consent agenda. Mr. Walter seconded; motion passed unanimously.
9	Information / Discussion <u>Chair's Report</u> <ul style="list-style-type: none"> Mr. Wylie thanked the Consortium for approving the following appointments to CSCF Board: <ul style="list-style-type: none"> Kari Conley, Government & Community Relations Manager, Duke Energy Stella Siracuza, CFO, Tomato Express, Inc. Manuel Rascon, Human Resources Assistant Director / Business Partner, AdventHealth, Kissimmee <u>President's Report</u> <ul style="list-style-type: none"> Ms. Nabors, President/CEO, provided highlights from the President's Report (attachment) to include: <ul style="list-style-type: none"> Revenue diversity streams to date Scorecard through 9/30/20, 1st quarter "Help Is Here" activities to date Sterling update: review of Sterling management framework, timeline of CSCF transformation, and next steps. 	



Board Meeting		
Agenda Item	Topic	Action Item / Follow Up Item
	<ul style="list-style-type: none"> Finance Report <ul style="list-style-type: none"> Mr. Alvarez, CFO, reviewed financials through 9/30/20, 1st quarter, trending on target at 22% expended. <p>Committee Reports</p> <p>Executive: Mr. Wylie, Executive Committee Chair, reported on the following:</p> <ul style="list-style-type: none"> Met on 12/10/20. Reviewed CSCF updates and committee reports. Approved to forward to Board action item to select Valencia College to provide customized diversity and inclusion training to CSCF's staff (attachment). This action item requires two-thirds vote of the CSCF Board, which has already been established earlier in this meeting. <p>Audit Mr. Walter, Audit Committee Chair, reported on the following:</p> <ul style="list-style-type: none"> Met jointly with Finance Committee on 10/13/20. Reviewed Charter – concurred no changes needed at this time. Reviewed conduct of the audit, objective and plan. Audit results will be reviewed at Audit & Finance Committees' meeting on 2/9/21. <p>Career Services Dr. Plinske, Career Services Committee Chair, reported on the following:</p> <ul style="list-style-type: none"> Met on 11/19/20. Reviewed performance scorecard for 1st quarter. Reviewed HH activities to date. Discussed how to connect with businesses to understand and best support their current and long term needs. <p>Community Engagement Ms. Wood, Community Engagement Committee Chair, reported the next meeting is scheduled for 1/12/21.</p> <p>Facilities Ad Hoc Committee Mr. Walton, Facilities Committee Chair, reported on the following:</p> <ul style="list-style-type: none"> Met on 10/1/20. Reviewed CSCF Seminole County's office current lease terms, market rates and renewal options. Concurred renewing lease most viable option and recommended Finance Committee approve staff to continue lease negotiations with landlord. 	<p>Mr. Gill made a motion to approve to allow staff to contract with Valencia College to deliver the customized diversity and inclusion training. Mr. Walton seconded, with Dr. Plinske abstaining; motion passed unanimously.</p>



	<p><u>Finance Committee</u> Mr. Ushkowitz, Finance Committee Co-Chair, reported on the following:</p> <ul style="list-style-type: none"> • Met jointly with Audit Committee on 10/13/20 • Reviewed financials through 8/31/20. • Reviewed Charter – concurred no changes needed at this time. • Approved for staff to continue lease negotiations with landlord for 5-year renewal and forward to Board for final approval (attachment). <p><u>Governance</u> Mr. Sweat, Governance Committee Chair reported on the following:</p> <ul style="list-style-type: none"> • Met on 10/7/20. • Reviewed Charter – made one minor adjustment; concurred no other changes needed. • Reviewed Board’s current composition and discussed gaps and ways to promote for greater diversion and equity. • Reviewed and concurred with adjustments to description section of the Board Engagement Metrics (attachment). <p><u>Revenue Diversity Ad Hoc</u> Ms. Nabors, on behalf of Mr. Jackson, Revenue Diversity Ad Hoc Committee Chair, reported following:</p> <ul style="list-style-type: none"> • Met on 11/12/20. • Reviewed “Career Passport” – an initiative Mr. Sweat is spearheading and sponsoring to develop a platform and app where students/job seekers, schools and employers can connect with each other. 	<p>Mr. Walter made a motion to approve for staff to continue CSCF’s Seminole County office’s lease negotiations for a 5-year renewal, prior to the June 30, 2021 renewal. Mr. Sullivan seconded, with Dr. Gyllin abstaining; motion passed unanimously.</p>
10	<p><u>Insight</u> <u>Legislative Update</u></p> <ul style="list-style-type: none"> • Chris Carmody with GrayRobinson provided a legislative update (attachment). • 	
11	<p><u>Other Business</u></p> <ul style="list-style-type: none"> • During 2nd half of fiscal year, Board will partake in on-line training, as required by DEO. Stay tuned for further information. 	
12	<p><u>Adjournment</u> Meeting adjourned at 10:46 am.</p>	

Respectfully submitted,

Kaz Kasal
Executive Coordinator

REGIONAL WORKFORCE BOARD (RWB) MEMBERSHIP
REGION NAME: Central Florida Regional Workforce Development Board, d/b/a/ CareerSource Central Florida REGION NUMBER: 12

NAME OF RWB MEMBER	AREAS (S) OF REPRESENTATION	COUNTY LOCATION	ORGANIZATION	PERIOD OF APPOINTMENT
Albu, Andrew	BU	Orange	Albu & Associates	7/1/21 - 6/30/24
Ball, Steve	BU	Orange	Holland & Knight	7/1/20 - 6/30/23
Bough, Paul	BU	Orange	Berkeley Research Group	7/1/19 - 6/30/22
Brandon, Wendy	BU	Orange	UCF Lake Nona Medical Center	7/1/19 - 6/30/22
Conley, Kari	BU	Orange	Duke Energy	12/17/20 - 6/30/22
Havard, Mark	BU	Orange	Hyatt Regency Orlando	7/1/19 - 6/30/22
Jackson, Eric	BU <i>Small Business</i>	Orange	Total Roof Services Corp.	7/1/20 - 6/30/23
Wood, Jody	BU	Orange	Walt Disney Parks & Resorts	7/1/19 - 6/30/22
Olson, Sheri	BU	Lake	South Lake Hospital	7/1/21 - 6/30/24
Orr, Brian	BU	Lake	Kalos Service, Inc.	7/1/19 - 6/30/22
Sprinkle, David	BU	Seminole	Veritas Recruiting Group, LLC	7/1/21 - 6/30/24
Sweat, Richard	BU <i>Small Business</i>	Seminole	.decimal	7/1/19 - 6/30/22
Walton, Matt	BU	Seminole	MiGre Engineers, LLC	7/1/21 - 6/30/24
Hindle, Shawn (replacing Larry Walter)	BU	Osceola	Hanson, Walter & Associates, Inc.	7/1/21 - 6/30/24
*Rascon, Manuel (replacing Mark Wylie)	BU	Osceola	AdventHealth	7/1/21 - 6/30/23
Siracuza, Stella	BU	Osceola	Tomato Express, Inc.	12/17/20 - 6/30/23
Morris, Brooke	BU	Sumter	CenterState Bank	7/1/20 - 6/30/23
Wilson, Christopher	BU	Sumter	Cemex	12/2/19 - 6/30/22

*Manual Rascon has already been approved by Consortium at its 12/17/20 Meeting.

NAME OF RWB MEMBER	AREAS (S) OF REPRESENTATION	COUNTY LOCATION	ORGANIZATION	PERIOD OF APPOINTMENT
Casel, Glen	WOY (CBO representing Youth)	Multi-county	Embrace Families (<i>formerly Community Based Care of Central Florida</i>)	7/1/19 – 6/30/22
Des Anges, Kiera	GRVRD	Multi-county	Division of Vocational Rehabilitation, Florida Department of Education	7/1/21 – 6/30/24
Ford, Wendy	CBO	Osceola	Osceola County on Aging	7/1/19 – 6/30/22
Gill, John	WOD (CBO representing Individuals & Disabilities)	Multi-county	Quest, Inc.	7/1/19 – 6/30/22
Guillet, Nicole	GRED	Seminole	Seminole County Government	7/1/20 – 6/30/23
Gyllin, John	ETPA	Seminole	Seminole State College	7/1/18 – 6/30/21
Hayward, Jeff	WOD/WOV (CBO representing Disabilities/Veterans)	Multi-county	Heart of Florida United Way	7/1/20 – 6/30/23
Quintanilla, Renee (<i>replacing Jane Trnka</i>)	ETPC	Multi-county	Rollins Crummer Graduate School of Business	7/1/21 – 6/30/22
Richardson, Joseph (<i>replacing Kathleen Plinske</i>)	ETPC	Multi-county	Valencia College	7/1/21– 6/30/24
Sullivan, Jim	WOLO/WOJ	Multi-county	Central Florida Electrical Joint Apprenticeship & Training Committee (J.A.T.C.) / Central Florida AFL-CIO	7/1/20 – 6/30/23
Thomas, DeAnna (<i>replacing Diane Culpepper</i>)	ETPA	Multi-county	Lake Technical College	7/1/21– 6/30/22
Trombetta, Al	WOLO/WOJ	Multi-county	International Union of Painters & Allied Trades, Florida Finishing Trades (IUPAT DC 78)	7/1/20 – 6/30/23
Ushkowitz, Eric	GRED	Orange	Orange County Government	7/1/21 – 6/30/24
Washington, Sharron	GRO	Multi-county	Florida Department of Children & Families	7/1/19 – 6/30/22

Key Codes:

Areas of Representation:

- BU – Business (**18 Seats**)
- WOLO – Workforce-Labor Organization
- WOJ – Workforce-Joint labor-management Apprenticeship Program
- WOD – Workforce-Community-based Organizations representing Individuals with Disabilities (optional)
- WOV – Workforce-Community-based Organizations representing Veterans (optional)
- WOY – Workforce-Community-based Organizations representing Youth (optional)
- ETPA – Education and Training Provider-Adult Education and Literacy
- ETPC – Education and Training Provider-Institution of Higher Education
- ETPO – Education and Training Provider-Other Providers (optional)
- GRED – Government Representative-Economic Development
- GRES – Government Representative-Employment Service
- GRVRD – Government Representative-Vocational Rehabilitation
- GRO – Government Representative-Other (optional) **CareerSource Central Florida operates the Wagner Peyser (GRO) function
- OTHER – Other (please specific group/program being represented) (optional)



June 25, 2021

Central Florida Area Workforce Development Consortium ("Consortium")
 c/o CareerSource Central Florida
 390 N. Orange Ave., Suite 700
 Orlando, FL 32801

Dear Consortium Members:

CareerSource Central Florida is respectfully submitting to the Consortium for your consideration the appointment and re-appointment of the below listed individuals for a *3-year term (7/1/21 – 6/30/24) on the CareerSource Central Florida Board of Directors ("Board"). All these individuals have agreed to serve on the Board.

Appointments (*see attached nomination letters*):

Public Sector Seats representing Central Florida Region:

- Ms. Keira des Anges (Government Representative-Vocational Rehabilitation – GRVRD)
- Dr. John Gyllin (Education & Training Provider – Adult Ed & Literacy – ETPA)
- Ms. Renee Quintanilla (Education & Training Provider – Institution of Higher Education – ETPC)
- Dr. Joseph Richardson (Education & Training Provider – Institution of Higher Education – ETPC)
- Ms. DeAnna Thomas, (Education & Training Provider – Adult Ed & Literacy – ETPA)
- Mr. Eric Ushkowitz (Government Representative Economic Development – GRED)

Private Sector Seats:

Representing Osceola County:

- Mr. Shawn Hindle, Hanson, Walter & Associates, Inc.

Representing Lake County:

- Ms. Sheri Olson, South Lake Hospital

Representing Seminole County:

- Mr. David Sprinkle, Veritas Recruiting Group, LLC

Re-Appointments (*nomination letters not required*):Private Sector Seats:Representing Orange County:

- Mr. Andrew Albu, Albu & Associates

Representing Seminole County:

- Mr. Matt Walton, MiGre Engineers, LLC

With regard to reappointments, according to Section II, B of the *Central Florida Area Workforce Investment Consortium Interlocal Agreement*... "Reappointment for an additional three-year term shall be automatic so long as the duly appointed board member is in good standing, the seat on the Board continues to exist, and the Board member wishes to serve another term."

If you have any questions, please contact my assistant Kaz Kasal at (407) 461-9362. Thank you for your attention to this matter.

Regards,



Pamela Nabors
President/CEO



State Board of Education

Andy Tuck, *Chair*
Marva Johnson, *Vice Chair*
Members
Monesia Brown
Ben Gibson
Tom Grady
Ryan Petty
Joe York



FLORIDA DEPARTMENT OF
EDUCATION
fldoe.org

Richard Corcoran
Commissioner of Education

April 2, 2021

Ms. Pamela Nabors
President and Chief Executive Officer
CareerSource Central Florida
390 N. Orange Ave. • Suite 700
Orlando, Florida 32801

Dear Ms. Nabors:

The Division of Vocational Rehabilitation, Florida Department of Education (FLDOE) is pleased to nominate Keira des Angles to serve in the public seat representing Government Representative – Division of Vocational Rehabilitation (GRDVR) on the CareerSource Central Florida (CSCF) Board of Directors.

Ms. des Angles serves as Area Supervisor for the Division of Vocational Rehabilitation Central Florida Region 12 and we are proud to recommend this individual for consideration.

Please let me know if you have any questions or need further information.

Sincerely,

Wayne Olson
Area Director
Division of Vocational Rehabilitation
3555 Maguire Blvd. • Suite 205
Orlando, FL 32803
Wayne.Olson@vr.fldoe.org
Phone: 407-897-2725



Georgia L. Lorenz, Ph.D., President

January 29, 2021

The Honorable Commissioner Lee Constantine
Chair, Seminole County Board of County Commissioners
1101 East 1st Street
Sanford, FL 32771

Dear Commissioner Constantine:

Seminole State College is pleased to nominate Dr. John Gyllin to serve another term in the public seat representing Education and Training Provider – Adult Education and Literacy (ETPA) on the CareerSource Central Florida Board of Directors.

Dr. Gyllin serves as Seminole State College's Vice President, Resource Development and Executive Director, Foundation for Seminole State College of Florida, Inc., and we are proud to recommend Dr. Gyllin for consideration.

Please let me know if you have any questions or need further information.

Sincerely,

A handwritten signature in black ink, appearing to read 'Georgia L. Lorenz', is written over a light blue horizontal line.

Georgia L. Lorenz, Ph.D.
President

cc: Pamela Nabors, President/CEO, CareerSource Central Florida
Bryant Applegate, Seminole County Attorney

District Board of Trustees

Amy Lockhart, Chair | Robert Cortes, Vice-Chair | Dr. Tina Calderone | Daniel J. O'Keefe | Georgia L. Lorenz, Ph.D., President

Altamonte Springs | Geneva | Heathrow | Oviedo | Sanford/Lake Mary

100 Weldon Boulevard | Sanford, FL 32773-6199 | 407.708.2010 | seminolestate.edu

A Diverse Learning Community | An Equal Access/Equal Opportunity College

March 22, 2021

Central Florida Area Workforce Development Consortium
c/o CareerSource Central Florida
390 N. Orange Ave., Suite 700
Orlando, FL 32801

Dear Consortium Members:

Rollins Crummer Graduate School of Business is pleased to nominate Renee Quintanilla to serve in the public seat representing Education and Training Provider – Institution of Higher Education (ETPC) on the CareerSource Central Florida Board of Directors.

Renee serves as Executive Director of the Student Success and Career Resource Center, for Rollins Crummer Graduate School of Business. We are proud to recommend her for your consideration.

Please let me know if you have any questions or need further information.

Regards,



Deborah F. Crown, Ph.D.
Dean
Crummer Graduate School of Business
Rollins College

Cc: Pamela Nabors, President/CEO, CareerSource Central Florida

VALENCIA COLLEGE

May 25, 2021

Central Florida Area Workforce Investment Consortium (Consortium)
c/o CareerSource Central Florida
390 N. Orange Ave., Suite 700
Orlando, FL 38201

Dear Consortium:

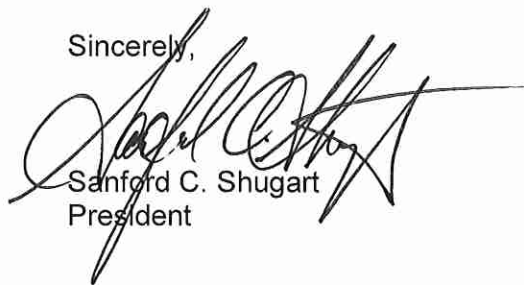
Valencia College is pleased to nominate Dr. Joseph Richardson to serve in the public seat representing Educational and Training Provider – Institution of Higher Education (ETPC) on the CareerSource Central Florida Board of Directors for the term 7/1/21 thru 6/30/24.

While Dr. Plinske has enjoyed serving on the Board over the last six years, she will have different demands on her time and less predictability in her calendar as she begins in her new role as president. Dr. Plinske and I both agree that Dr. Richardson is an excellent choice to join the CareerSource Central Florida Board of Directors.

Dr. Richardson serves as the Vice President for Student Affairs at Valencia College. Prior to joining Valencia, Dr. Richardson worked as the Executive Director of Veteran Support at the Georgia Veterans Education Career Transition Resource (VECTR) Center as part of Central Georgia Technical College in Warner Robins, Georgia. In this capacity, he connected military veterans and their family members to higher education resources in support of their transition into civilian careers, working directly with state and federal agencies to include WorkSource Georgia, the Department of Labor, military installations, and other community partners. Dr. Richardson served on the Board of Directors for the Robins Regional Chamber of Commerce, Houston County Development Authority, Warner Robins Convention and Visitors Bureau, and on the Board of Advisors for the Houston County Career Academy. Currently, Dr. Richardson serves on the Board of Advisors for the Greater Orlando Sports Commission. We are proud to recommend him for consideration.

Please let me know if you have any questions or need further information.

Sincerely,



Sanford C. Shugart
President

Cc: Pamela Nabors, President/CEO, CareerSource Central Florida



Lake Technical College

May 17, 2021

Central Florida Area Workforce Investment Consortium (Consortium)
c/o CareerSource Central Florida
390 N. Orange Ave., Suite 700
Orlando, FL 38201

Dear Consortium:

Lake Technical College is pleased to nominate Ms. DeAnna Thomas to serve in the public seat representing Educational and Training Provider – Adult Education and Literacy (ETPA) on the CareerSource Central Florida Board of Directors. Ms. Thomas would be replacing Dr. Diane Culpepper, who is retiring.

Effective June 1, 2021, Ms. Thomas will begin serving as Executive Director at Lake Technical College and we are proud to recommend her for consideration.

Please let me know if you have any questions or need further information.

Regards,

A handwritten signature in black ink, appearing to read "Richard Keith", with a long horizontal flourish extending to the right.

Chief Richard Keith, Chairperson
Lake Technical College Charter Board of Directors

Cc: Pamela Nabors, President/CEO, CareerSource Central Florida



ORANGE COUNTY MAYOR

Jerry L. Demings

P.O. BOX 1393, 201 SOUTH ROSALIND AVENUE, ORLANDO, FL 32802-1393

PHONE: 407-836-7370 • FAX: 407-836-7360 • EMAIL: MAYOR@OCFL.NET

May 5, 2021

Central Florida Area Workforce Investment Consortium (Consortium)
c/o CareerSource Central Florida
390 N. Orange Ave., Suite 700
Orlando, FL 38201

Dear Consortium:

I am pleased to nominate Mr. Eric Ushkowitz to serve another term (7/01/21 thru 6/30/24) in the public seat representing Government Representative – Economic Development (GRED) CareerSource Central Florida Board of Directors.

Mr. Ushkowitz serves as Economic Development Administrator for Orange County Government, Florida, and we are proud to recommend him for consideration.

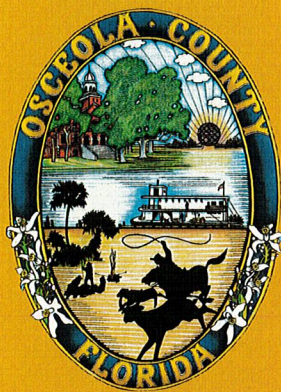
Please let me know if you have any questions or need further information.

Sincerely,

A handwritten signature in blue ink, reading "Jerry L. Demings". The signature is fluid and cursive, with a large loop at the beginning and a trailing flourish at the end.

Jerry L. Demings
Orange County Mayor

cc: Pamela Nabors, President/CEO, CareerSource Central Florida



**BOARD
OF
COUNTY
COMMISSIONERS**
407-742-2000

District I
Peggy Choudhry

District II
Viviana Janer
Vice Chair

District III
Brandon Arrington
Chair

District IV
Cheryl Grieb

District V
Ricky Booth

**Osceola
County**

1 Courthouse Square
Suite 4700
Kissimmee, FL 34741

Phone: 407-742-2000
Fax: 407-742-2391

June 8, 2021

Mr. Shawn Hindle
President
Hanson, Walter & Associates, Inc.
400 W. Emmett Street
Kissimmee, FL 34741

Dear Mr. Hindle:

It gives me great pleasure to inform you that at our June 7, 2021, Board of County Commission meeting, the Osceola Board of County Commissioners appointed you to the CareerSource Central Florida Board of Directors. Your three-year term of office is effective for the period of July 1, 2021 through June 30, 2024.

I am confident the Board has made an excellent choice in selecting you to serve the Osceola County community in this capacity.

Executive Coordinator/Recording Secretary, Kaz Kasal will contact you with information regarding the Board. Should you have any questions or need further assistance, please contact Ms. Kasal at 407-531-1205.

Sincerely,

BOARD OF COUNTY COMMISSIONERS

Brandon Arrington
Chairman

BA/lcb

cc: Commissioner Peggy Choudhry, Osceola County
Frank Townsend, Osceola County Attorney
Pamela Nabors, President/CEO, CareerSource Central Florida
Kaz Kasal, Executive Coordinator/Recording Secretary, CareerSource Central Florida



(407) 847-3174
Fax: (407) 870-8607

1425 East Vine Street
Kissimmee, FL 34744

kissimmeechamber.com

May 25, 2021

The Honorable Commissioner Brandon Arrington
Chair, Osceola County Board of County Commissioners
1 Courthouse Square
Suite 4700
Kissimmee, FL 34741

Dear Commissioner Arrington:

The Kissimmee / Osceola County Chamber of Commerce is pleased to nominate Shawn Hindle to serve in the business seat representing Osceola County on the CareerSource Central Florida Board of Directors.

Shawn Hindle is the President at Hanson, Walter & Associates, Inc., which is located in downtown Kissimmee, Florida. We are proud to recommend this individual for consideration.

Please let me know if you have any questions or need further information.

Respectfully,

John Newstreet
President/CEO

Cc: Commissioner Peggy Choudhry, Osceola County
Frank Townsend, Osceola County Attorney
Pamela Nabors, President/CEO, CareerSource Central Florida

Mission:
Champions for
Business and Community

Vision:
Leading a Prosperous
Regional Economy

Values:
Creating Opportunity
Embracing Heritage
Building Unity

Board Action
May 25, 2021
Page 11

FOR YOUR INFORMATION	Mr. Rosen stated that a tree was dying on the side of the County Administrative Building, and that an arborist had recommended to cut it down. He said that he had found a woodcarver who was willing to carve it for about \$1,000, and that the idea was to carve a heron there, noting that a heron was on the County logo. He asked to confirm with the Board that they could move forward with this.	ROSEN
FOR YOUR INFORMATION	Commr. Shields relayed that he had attended a City of Groveland Community Redevelopment Agency (CRA) meeting on the previous night and that he would be keeping the Board apprised of what was going on there.	SHIELDS
FOR YOUR INFORMATION	Commr. Shields said that he had shopped at Kroger in the City of Groveland, and that it was seamless and well done.	SHIELDS
FOR YOUR INFORMATION	Commr. Smith mentioned that he had attended a Library Advisory Board meeting and that it was very exciting. He added that he would have an update at the next BCC meeting.	SMITH
FOR YOUR INFORMATION	Commr. Smith stated that he had attended an awards ceremony for community service and that it was fantastic. He mentioned that there were many companies doing good things for the county.	SMITH
FOR YOUR INFORMATION	Commr. Blake said his children were excited about story time coming back at the libraries.	BLAKE
FOR YOUR INFORMATION	Commr. Blake noted that he also attended the community service awards with Commissioner Smith.	BLAKE
APPOINTMENT/ APPROVED	Tab 38. Request approval to reappoint Sheri Olson to represent Lake County on the CareerSource Central Florida Board of Directors as a private sector representative to a three-year term starting on July 1, 2021, and ending on June 30, 2024.	PARKS
FOR YOUR INFORMATION	Commr. Parks thanked Ms. Melanie Marsh, County Attorney, for speaking at an East Central Florida Regional Planning Council meeting as an expert on coronavirus disease 2019 (COVID-19) liability and liability protection.	PARKS
FOR YOUR INFORMATION	Commr. Parks also thanked Mr. Fred Schneider, Assistant County Manager, for doing a wonderful job at the first public CCA meeting since the pandemic. He added that Mr. Schneider provided a good presentation on roads.	PARKS



352-394-4191

office@southlakechamber-
fl.com www.southlakechamber-
fl.com


620 W. Montrose Street

March 4, 2021

The Honorable Commissioner Sean Parks
Chair, Lake County Board of County Commissioners
315 West Main St.
Tavares, FL 32778

Dear Commissioner Parks:

The South Lake Chamber of Commerce is pleased to nominate Ms. Sheri Olson to continue to serve another term (7/1/21 thru 6/30/24), in the business seat representing Lake County on the CareerSource Central Florida Board of Directors.

Ms. Olson serves as Director, Guest/Government Relations and South Lake Hospital Foundation, South Lake Hospital. We are proud to recommend her for your consideration.

Please let me know if you have any questions or need further information.

Regards,

David B. Colby
President & CEO
South Lake Chamber of Commerce

Cc: Central Florida Area Workforce Development Consortium
Melanie Marsh, Lake County Attorney
Pamela Nabors, President/CEO, CareerSource Central Florida



*Developing, establishing and
inspiring leaders since 1992*

March 3, 2021

The Honorable Commissioner Lee Constantine
Chair, Seminole County Board of County Commissioners
1101 East First Street
Sanford, FL 32771

Dear Commissioner Constantine:

Leadership Seminole is pleased to nominate Mr. David Sprinkle to continue serving another term (7/1/21 thru 6/30/24) in the business seat representing Seminole County on the CareerSource Central Florida Board of Directors.

Mr. Sprinkle serves as Managing Partner for Veritas Recruiting Group, LLC. We are proud to recommend him for your consideration.

Please let me know if you have any questions or need further information.

Regards,

Dawn Kraus
President
Leadership Seminole, Inc.

Cc: Central Florida Area Workforce Development. Consortium
Bryant Applegate, Seminole County Attorney
Pamela Nabors, President/CEO, CareerSource Central Florida

Program Sponsors

Gold Level



GRAY ROBINSON
ATTORNEYS AT LAW



Silver Level



ORLANDO HEALTH | South Seminole
Hospital



RETURN TO AGENDA

CSCF ANNUAL BUDGET: July 1, 2021 – June 30, 2022 DRAFT

AGENDA

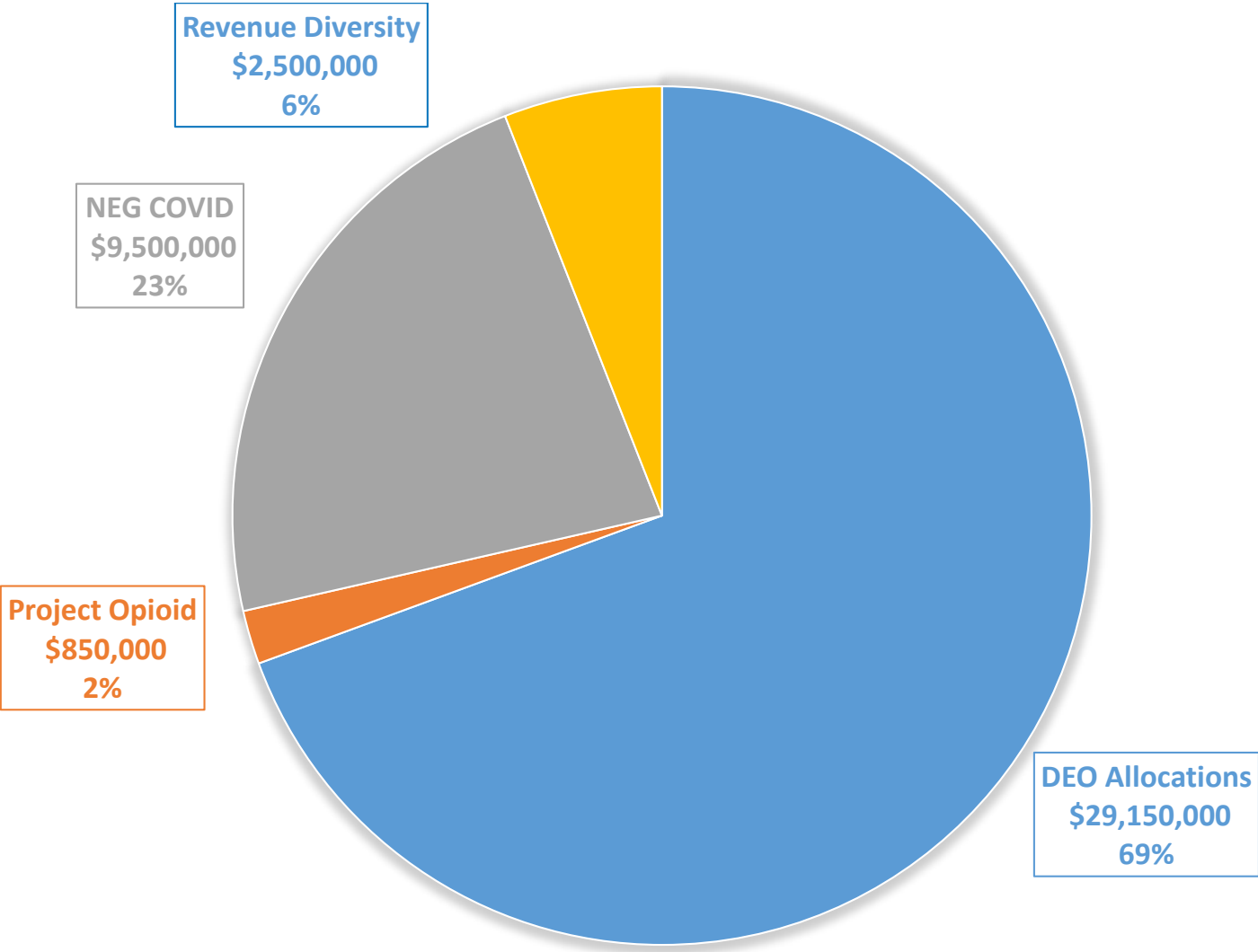
- Full-Year Budget 2020-2021
- Budget Strategic Priorities and Goals
- Compensation Statistics and Cost
- General & Administrative
- Summary

BUDGET OVERVIEW

	<u>FY 2021-22</u>	<u>FY 2020-21</u>	<u>\$ Difference</u>	<u>% Difference</u>
Reserves From Prior Year	\$10,850,000	\$10,000,000	\$850,000	
Current Year Funding Allocation - DEO	\$35,883,340	\$34,400,000	\$1,483,340	
Current Year Funding Awards - Non-DEO	\$2,500,000	\$7,500,000	-\$5,000,000	
Award Total - Available Funds	\$49,183,340	\$51,900,000	(\$2,716,660)	
LESS planned Carryover For FY 22 - 23	-\$7,183,340	-\$5,700,000	(\$1,483,340)	
Total Available Funds Budgeted	<u>\$42,000,000</u>	<u>\$46,200,000</u>	<u>(\$4,200,000)</u>	<u>-9.1% *</u>

***Note:** CSCF's original FY2020-21 budget was \$31.5M. Current year budget of \$42M represents a \$10.5M or 33% Increase.

REVENUE SOURCES - \$42M



DEO ALLOCATIONS	
WIOA Adult	\$ 5,829,473
WIOA Youth	\$ 4,050,024
WIOA Dislocated	\$ 6,294,453
Wagner Peyser	\$ 2,205,386
Welfare Transition	\$ 8,205,664
Project Restore	\$ 450,000
SNAP	\$ 1,100,000
VETS	\$ 225,000
Re-employment Assistance	\$ 790,000
Total DEO Allocations	\$29,150,000

- Workforce Innovation Opportunity Act (WIOA)
- Includes WIOA Grant Funding



CSCF BUDGET ALLOCATION: FULL YEAR 2021 – 2022

\$42M

Budget Allocations	Budget	% of Expenditure
Talent and Recruitment Solutions		
Career Consultants	10,500,581	25.0%
Business Consultants	2,013,774	4.8%
Temporary Staffing	500,000	1.2%
Training Investment	17,000,000	40.5%
Career Seekers Support & Incentives	1,200,000	2.9%
Contracted Services	365,000	0.9%
Facilities, Maintenance & Related Cost	2,784,354	6.6%
Total Talent and Recruitment Solutions	\$ 34,363,709	81.8%

TALENT & RECRUITMENT SOLUTIONS	
\$ 34,363,709	81.8%

General Support and Administrative Cost		
Staff Supporting Operations	4,200,918	10.0%
Strategic Communications	500,000	1.2%
Staff Development (Career Sourcers)	405,000	1.0%
IT Cost/Network Expenses	1,587,000	3.8%
Facilities, Maintenance & Related Cost	493,373	1.2%
G&A Professional Services	450,000	1.0%
Total Support and Administrative Cost	\$ 7,636,291	18.2%
TOTAL EXPENDITURES	\$ 42,000,000	100.0%

GENERAL & ADMIN COST	
\$ 7,636,291	18.2%

CSCF BUDGET ALLOCATION: YEAR-OVER-YEAR COMPARISON

Budget Allocations	FY 2021/22	REVISED FY2020/21	DIFFERENCE	ORIGINAL FY2020/21	DIFFERENCE
Talent and Recruitment Solutions	A	B	A - B	C	A - C
Career Consultants	10,500,581	9,130,000	1,370,581	9,090,783	1,409,798
Business Consultants	2,013,774	1,650,000	363,774	1,574,211	439,563
Temporary Staffing	500,000	1,500,000	(1,000,000)	-	500,000
Training Investment	17,000,000	22,450,000	(5,450,000)	10,400,000	6,600,000
Career Seekers Support & Incentives	1,200,000	1,000,000	200,000	1,000,000	200,000
Contracted Services	365,000	350,000	15,000	350,000	15,000
Facilities, Maintenance & Related Cost	2,784,354	2,863,000	(78,646)	2,438,000	346,354
Total Talent and Recruitment Solutions	\$ 34,363,709	\$ 38,943,000	\$ (4,579,291)	\$ 24,852,994	\$ 9,510,715
General Support and Administrative Cost					
Staff Supporting Operations	4,200,918	3,900,000	300,918	3,740,006	460,912
Strategic Communications	500,000	500,000	-	450,000	50,000
Staff Development (Career Sourcers)	405,000	355,000	50,000	355,000	50,000
IT Cost/Network Expenses	1,587,000	1,400,000	187,000	1,200,000	387,000
Facilities, Maintenance & Related Cost	493,373	462,000	31,373	462,000	31,373
G&A Professional Services	450,000	440,000	10,000	440,000	10,000
Total Support and Administrative Cost	\$ 7,636,291	\$ 7,057,000	\$ 579,291	\$ 6,647,006	\$ 989,285
TOTAL EXPENDITURES	\$ 42,000,000	\$ 46,000,000	\$ (4,000,000)	\$ 31,500,000	\$ 10,500,000

BUDGET STRATEGIC PRIORITIES AND GOALS

2021-2022 Strategy

	Strategic Priority	Goals	Outcome
Foundational Focus	DIVERSIFY REVENUE STREAMS TO ADJUST FOR VARIABLES IN FEDERAL FUNDING	<ul style="list-style-type: none"> Complete Year 3 of \$2.5M Diversified Revenue Goal Develop a Reinvestment Plan Associated with Unrestricted Revenue Goal Identify Fundraising Strategy & Implementation Plan for Non-DEO Revenue 	An Increased CSCF Budget/Revenue Stream, Enabling Greater Flexibility in the Delivery of Services and Stability and Sustainability.
	DELIVER TALENT RECRUITMENT STRATEGIES FOR BUSINESSES IN HIGH GROWTH / RECOVERING / EMERGING INDUSTRIES	<ul style="list-style-type: none"> Drive Higher Engagement with Small-Medium Businesses Conduct Business Customer Satisfaction Surveys Twice per Year 	CSCF Provides Quality Recruitment Services and Delivers Qualified Candidates who are Interviewed or Hired by Businesses Served.
	DELIVER TALENT SOLUTIONS TO IGNITE POTENTIAL	<ul style="list-style-type: none"> Create Value and Customer Experiences by Engaging 80% of Leads in Comprehensive Career Services throughout their Customer Journey Drive Deep Loyalty & Customer Satisfaction by Measuring Customer Satisfaction Scores Twice per Year 	Central Florida Job Seekers Receive Quality Services Throughout their Career Journey that Result in Increased Skills and Employment.
Positioning For Growth	ADJUST TO EVOLVING MARKET AND LEGISLATIVE CHANGES THROUGH INNOVATIVE INITIATIVES	<ul style="list-style-type: none"> Conduct an ROI Analysis and Create a New ROI Model Launch Customer Satisfaction Method for Businesses and Career Seekers Elevate CSCF Contact Center to Become a Virtual Full-Service Center Aligned to The Customer Journey 	Defined Return on Investment for CSCF Services Delivered to Central Florida through Expanded Technology and Talent Solutions.

CSCF STRATEGIC PRIORITIES

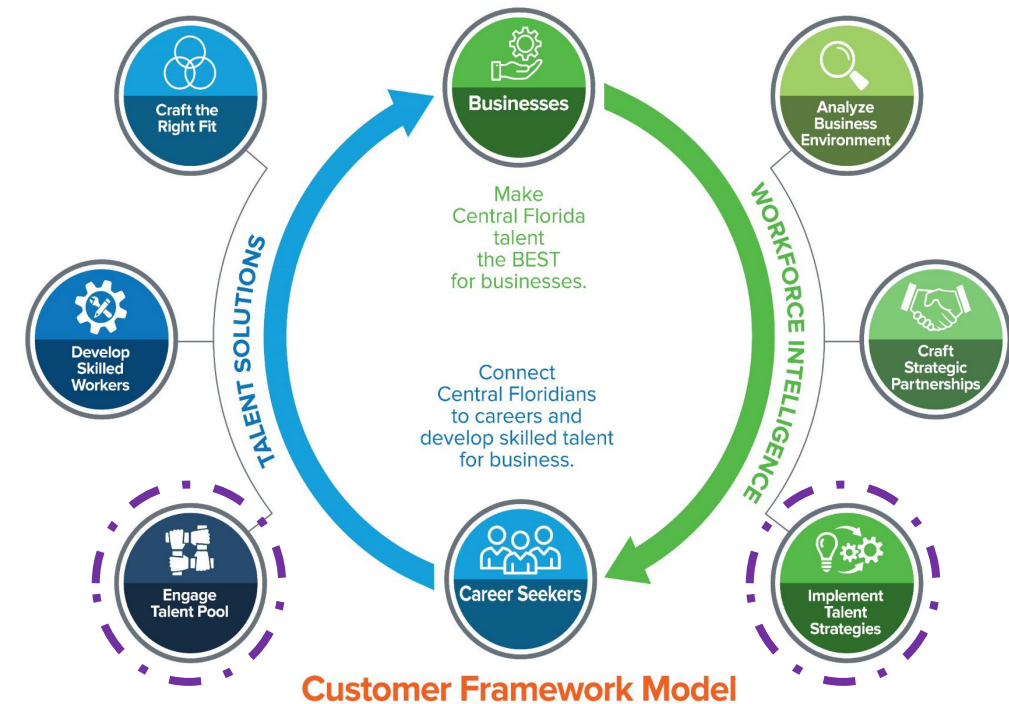
DIVERSIFY REVENUE STREAMS TO
ADJUST FOR VARIABLES IN
FEDERAL FUNDING

DELIVER TALENT RECRUITMENT STRATEGIES
FOR BUSINESSES IN HIGH GROWTH /
RECOVERING / EMERGING INDUSTRIES

DELIVER TALENT SOLUTIONS TO IGNITE
POTENTIAL

ADJUST TO EVOLVING MARKET AND LEGISLATIVE
CHANGES THROUGH INNOVATIVE INITIATIVES

New



DIVERSIFY REVENUE STREAMS TO ADJUST FOR VARIABLES IN FEDERAL FUNDING

GOAL

- Complete Year 3 of \$2.5M Diversified Revenue Goal
- Develop a Reinvestment Plan Associated with Unrestricted Revenue Goal
- Identify a Fundraising Strategy and Implementation Plan for non-DEO Revenue

KEY PERFORMANCE METRICS

- ✓ Establish New Unrestricted Revenue Target
- ✓ By June 2022 have Received Unrestricted Revenue of \$1M

OUTCOME

An Increased CSCF Budget/Revenue Stream, Enabling Greater Flexibility in the Delivery of Services and Stability and Sustainability.

DIVERSIFIED REVENUE

UNRESTRICTED REVENUE

REVENUE		BUDGET
Unrestricted Balance As of April 2021	\$	837,157
Additional Revenue – May - June 2021	\$	62,843
* Unrestricted Donations Made to CSCF	\$	100,000
*Ticket to Work Projected Revenue (Rounded)	\$	250,000
TOTAL PROJECTED REVENUE	\$	1,250,000

EXPENDITURES

Business Service/Community Relations Activities/Incidentals, and Advocacy	\$	130,000
Ticket to Work- Staff and OH Cost (1FTE)	\$	120,000
Fundraising & Business Development (.5FTE)	\$	60,000
TOTAL PROJECTED EXPENDITURES	\$	310,000

Earmark \$130K of discretionary funds for activities that align with CSCF's which are not allowed under grant funding.

PROJECTED BALANCE AT 06/30/22 - (ROUNDED) **\$** **940,000**

* Diversified Revenue

➤ Ticket to Work Projected Revenue + Unrestricted Donations + Restricted Revenue = \$2,500,000

RESTRICTED REVENUE

RESTRICTED REVENUE		BUDGET
*TOTAL PROJECTED REVENUE	\$	2,150,000

Funding sources include grants, municipalities, business investments and sponsorships

DELIVER TALENT RECRUITMENT & RETENTION INITIATIVES FOR BUSINESSES IN HIGH GROWTH / RECOVERING & EMERGING INDUSTRIES

GOAL

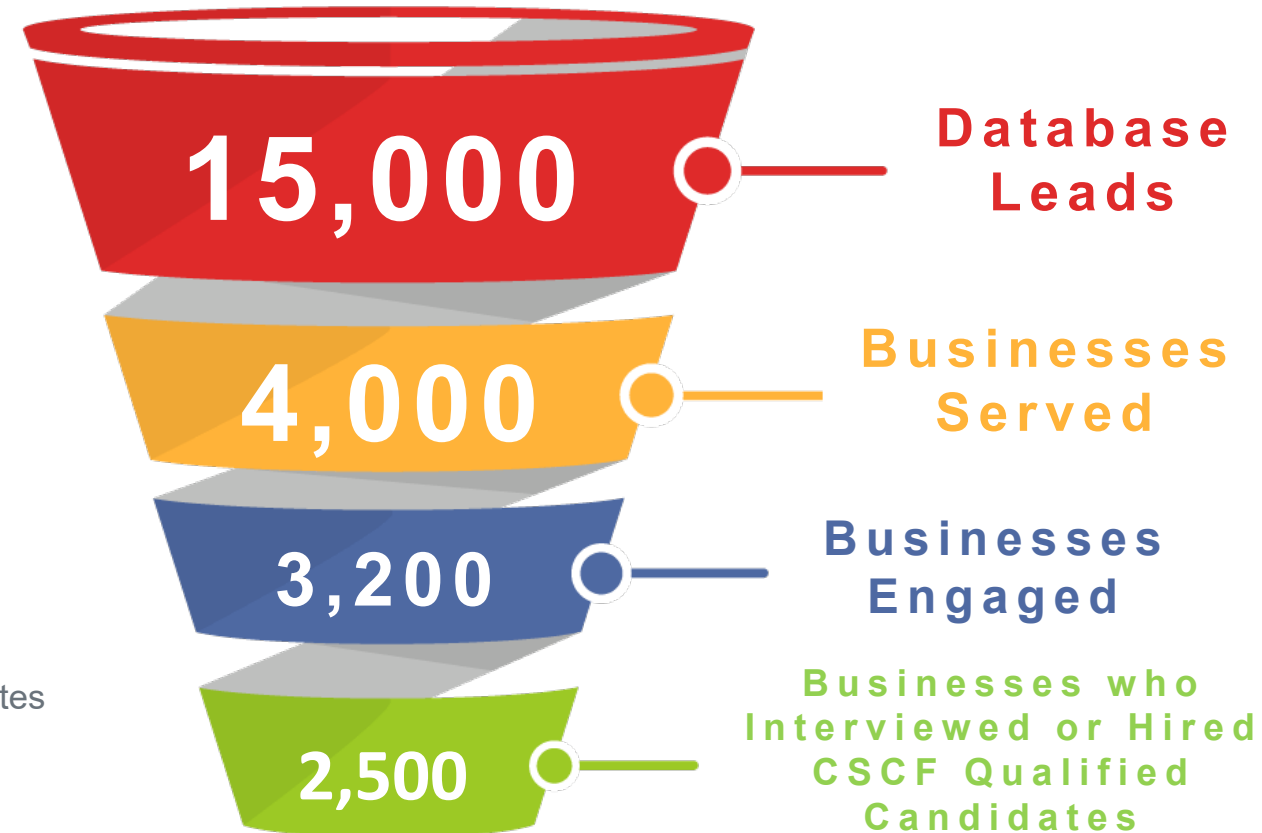
- Drive Higher Engagement with Small-Medium Sized Businesses
- Conduct Business Customer Satisfaction Surveys Twice per Year

KEY PERFORMANCE METRICS

- ✓ Receive Recruitment Services for Quality Candidates as Measured by Achieving 80% Satisfaction Scores in Customer Service Twice per Year
 - ✓ Dedicated Business Consultant
 - ✓ Actively Recruiting
 - ✓ Training Existing Employees
- ✓ 80% of Engaged Businesses Interviewed or Hired CSCF Qualified Candidates

OUTCOME

CSCF Provided Quality Recruitment Services and Delivers Qualified Candidates who are Interviewed or Hired by the Businesses Served



DELIVER TALENT SOLUTIONS TO IGNITE POTENTIAL

GOALS

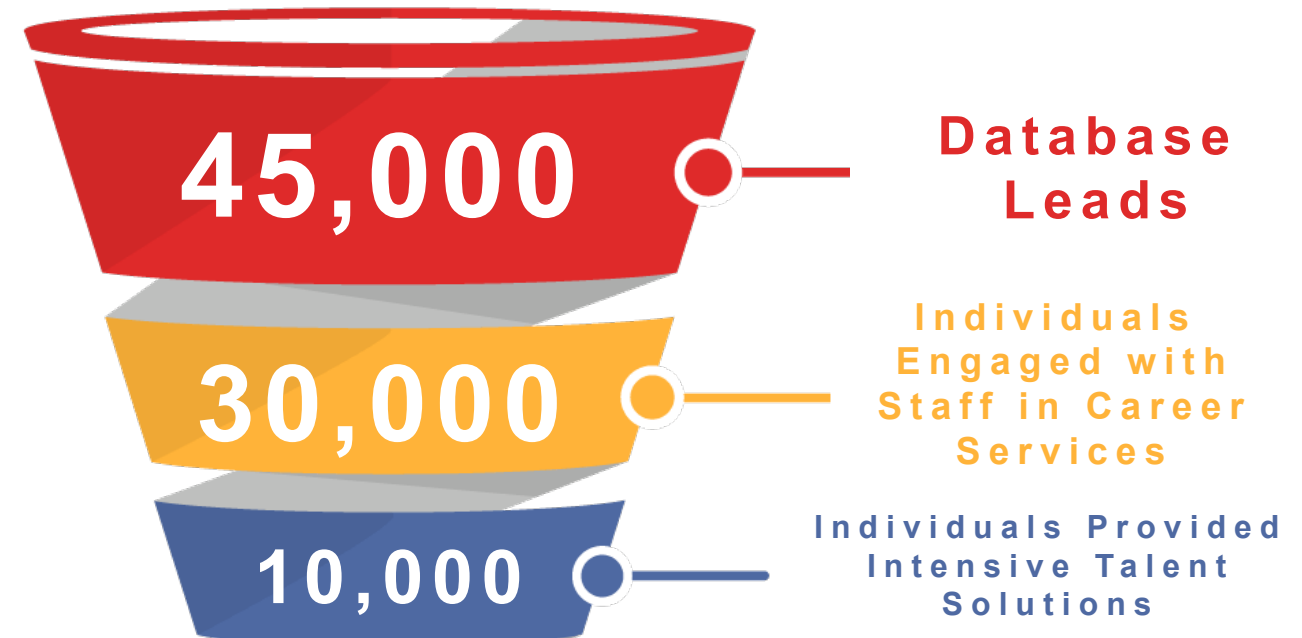
- Create Value and Customer Experiences by Engaging 80% of Leads in Comprehensive Career Services throughout their Journey
- Drive Deep Loyalty & Customer Satisfaction by Measuring Customer Satisfaction Scores Twice per Year

KEY PERFORMANCE METRICS

- ✓ 30,000 Received Career Service with CSCF Staff
- ✓ 10,000 Career Seekers Received Intensive Talent Solutions
 - ✓ Receive Training / Credentials
 - ✓ Achieve a Wage of >\$15
 - ✓ 6,000 Achieved Employment
- ✓ Received More than an 80% Customer Satisfaction Rating as Measured Two Times per Year

OUTCOME

Central Florida Job Seekers Received Quality Services Throughout their Career Journey that Result in Increased Skills and Employment.



ADJUST TO EVOLVING MARKET AND LEGISLATIVE CHANGES THROUGH INNOVATIVE INITIATIVES

GOAL

- Conduct an ROI Analysis and Create a New ROI Business Model
- Launch Customer Satisfaction Method for Businesses and Career Seekers
- Elevate CSCF Contact Center to Become a Virtual Full-Service Center Aligned to The Customer Journey

KEY PERFORMANCE METRICS

- ✓ Receive 80% Satisfaction Levels Every 6 months
- ✓ Apply the ROI Business Model to 2021-2022 Scorecard
- ✓ New Operations Model for Virtual Career Center (Implemented 2022)

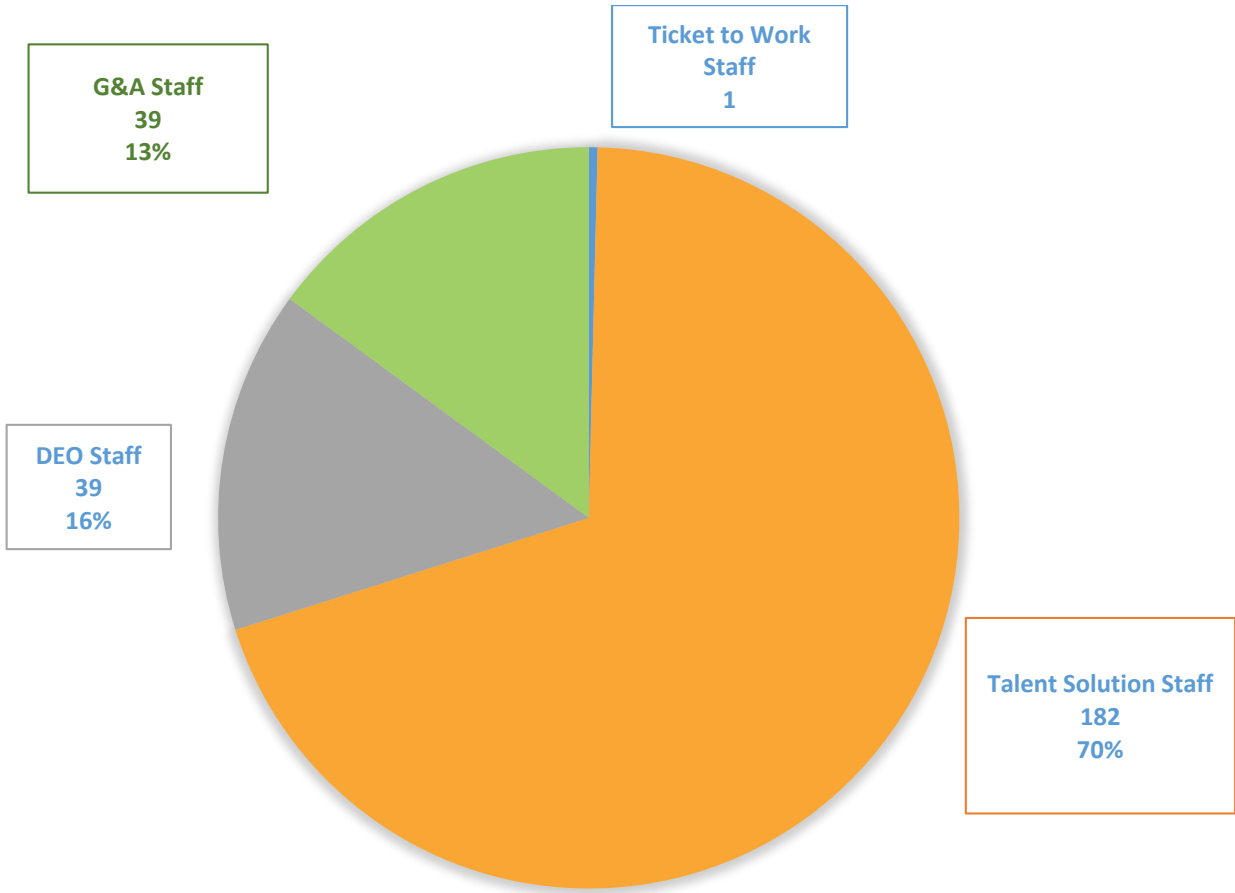
OUTCOME

Defined Return on Investment for CSCF Services Delivered to Central Florida through Expanded Technology and Talent Solutions.

COMPENSATION STATISTICS AND COSTS

CSCF STAFF BREAKDOWN

\$16.7M TOTAL COMPENSATION



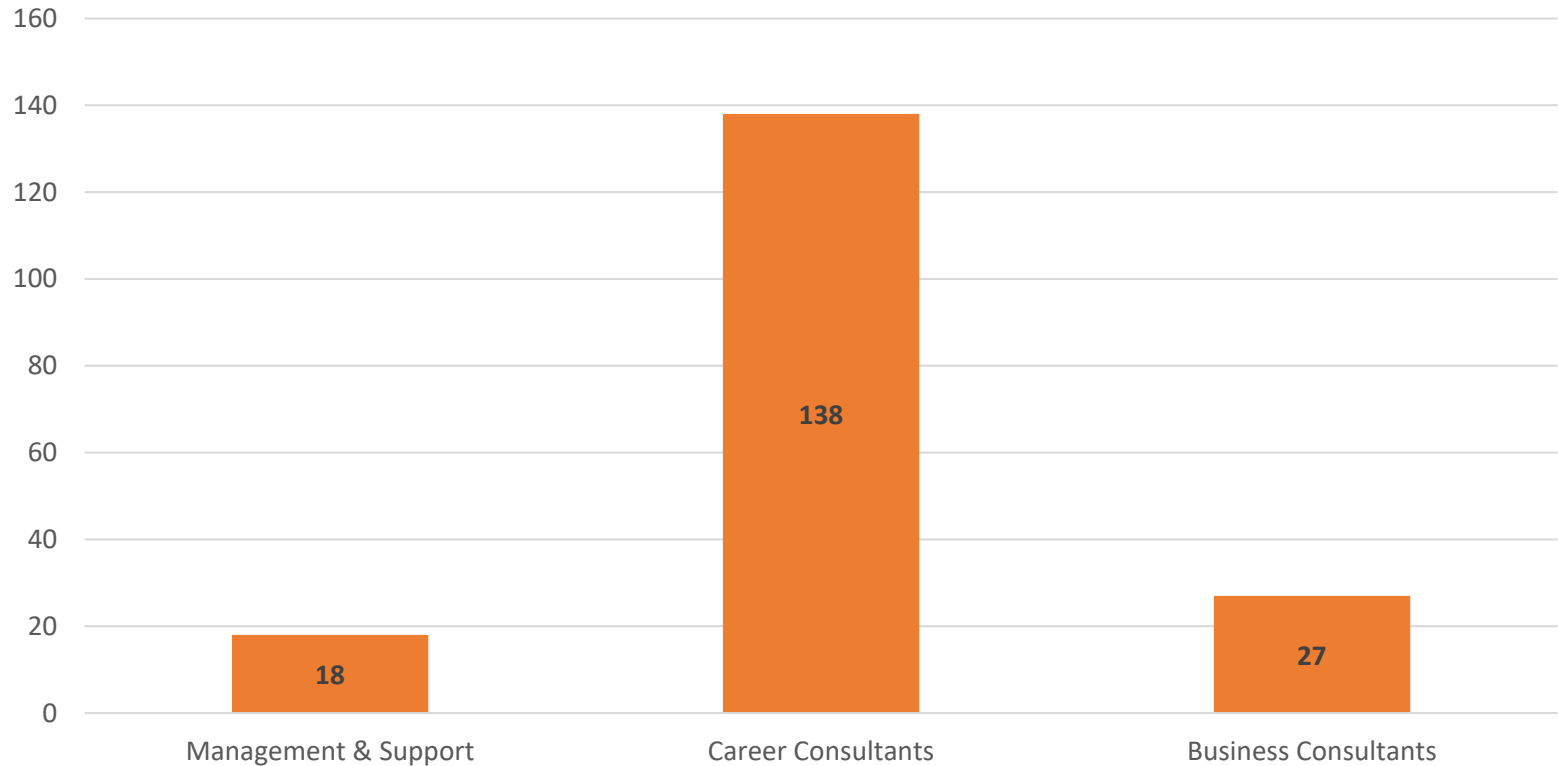
- Proposed Budget for Salaries Reflects a 3% Merit Increase
- Total Amount Awarded for Merits Will Not Exceed 3% of Salaries
- Merit Increases are Awarded Based Upon Achievement of Annual Performance Goals
- Total Compensation Includes Salaries, Taxes, and Benefits

CSCF STAFF & SALARY COMPARISON

	<u>FY 2021/2022</u>	<u>Revised FY 2020/2021</u>	<u>Original FY 2020/21</u>	<u>FY 2019/2020</u>
TOTAL STAFF	222	200	200	195
TOTAL COMPENSATION	\$ 16,700,000	\$ 14,680,000	\$ 14,406,000	\$ 14,055,000
BUDGET	\$ 42,000,000	\$ 46,200,000	\$ 31,500,000	\$ 30,200,000
% OF SALARIES TO TOTAL BUDGET	40%	32% *	46%	46%

***Note:** During FY2020-21 CSCF incurred \$950K in temporary staffing cost, resulting in total compensation cost of \$15.6M or 34% of total budget.

CSCF STAFFING BLEND – TALENT SOLUTIONS



\$12.8M Service Delivery
183 FTEs

Career Seekers	10,000
Career Consultants	138
Consultants Simultaneously Engaging Number of Career Seekers (Case management ratio)	72:1

Engaged Businesses	3,200
Business Consultants	27
Consultants Simultaneously Engaging Number of Businesses (Case management ratio)	118:1

TRAINING INVESTMENT & CAREER SEEKER SUPPORT

INTENSIVE TALENT SOLUTIONS

\$17M

GOALS

- ✓ 10,000 Career Seekers
- ✓ 3500 - New Individuals
 - ✓ Traditional scholarships
 - ✓ Apprenticeships
 - ✓ Internships
 - ✓ On-the-Job Trainings
- New** – expand HGI sectors into Public Safety, Education & Sales Management
- ✓ 1000 – Individuals Continuing Training
- ✓ Obtain a New Career

CAREER SEEKER SUPPORT & INCENTIVES

\$1.2M

GOALS

- ✓ 2,500 Career Seekers
 - ✓ Receive training credentialing and transportation support
 - ✓ Fees, licenses or other employment related needs
 - ✓ Youth Incentive payments
 - ✓ Average support account is \$500 per Career Seeker

GENERAL AND ADMINISTRATIVE

GENERAL & ADMIN: FULL YEAR 2021 – 2022

\$7.64M

General Support and Administrative Cost		
Staff Supporting Operations	4,200,918	10.0%
Strategic Communications	500,000	1.2%
Staff Development (Career Sourcers)	405,000	1.0%
IT Cost/Network Expenses	1,587,000	3.8%
Facilities, Maintenance & Related Cost	493,373	1.2%
G&A Professional Services	450,000	1.0%
Total Support and Administrative Cost	\$ 7,636,291	18.2%
TOTAL EXPENDITURES	\$ 42,000,000	100.0%

GENERAL & ADMIN COST	
\$ 7,636,291	18.2%

CSCF STAFF SUPPORTING OPERATIONS – G&A

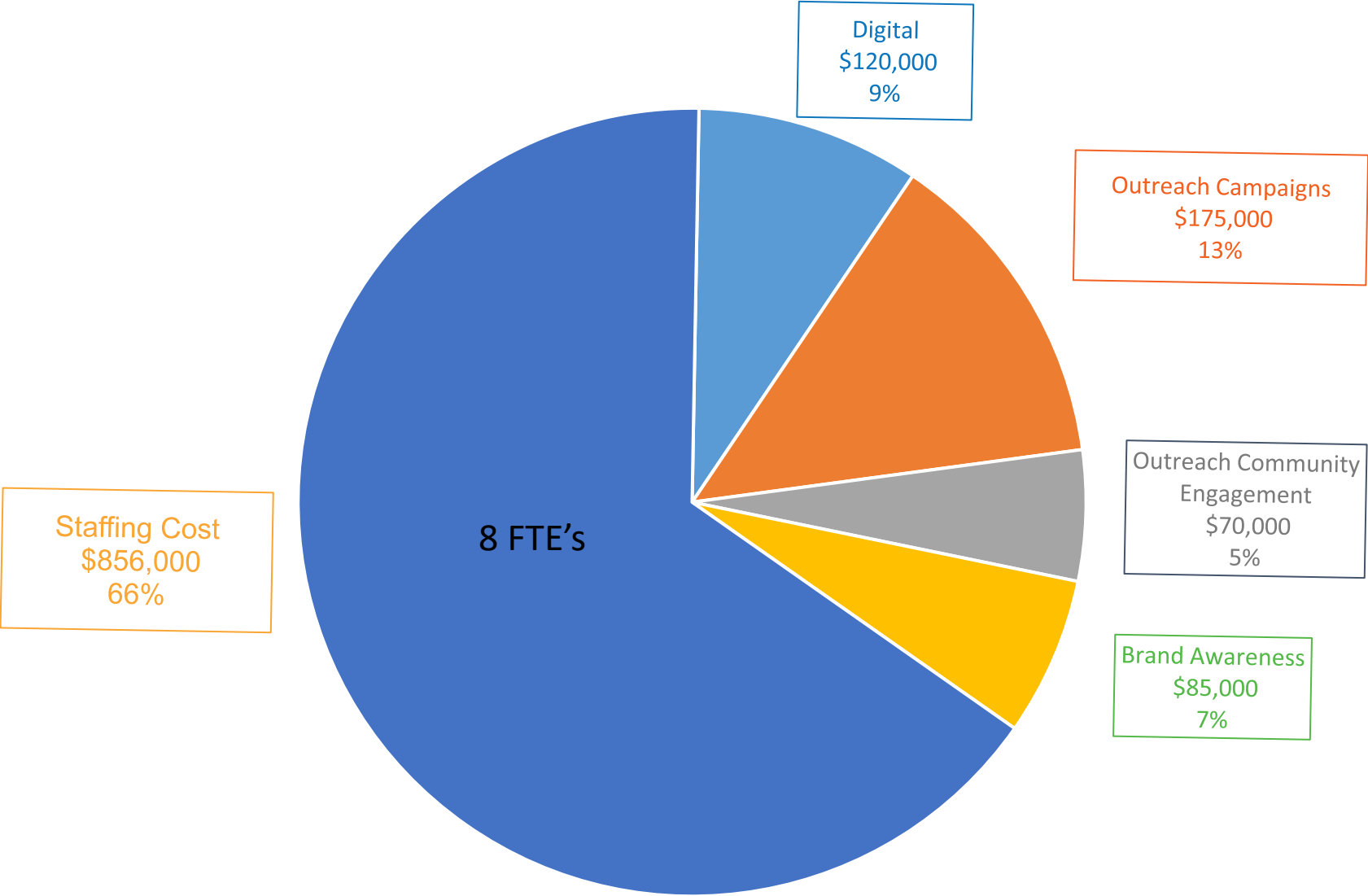
\$4.2M General & Administrative
39 FTEs



(2019-2020)	6	8	9	7	3	2
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COMMUNICATIONS DEPARTMENT– \$1.31M

COMMUNICATIONS STRATEGIC INITIATIVES - \$450K



STRATEGIC COMMUNICATIONS STRATEGY

- **ENGAGE THE TALENT POOL**

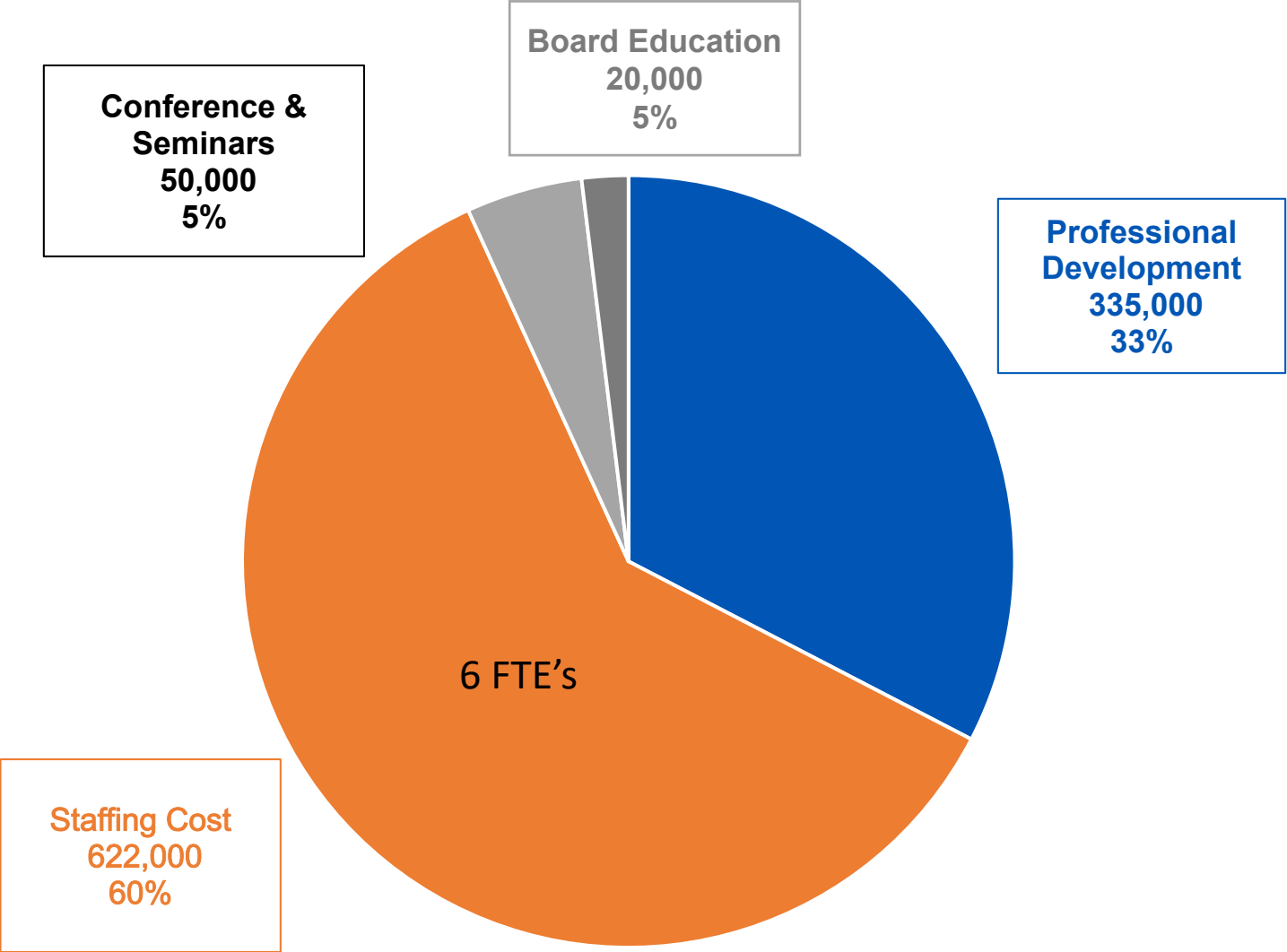
- Drive Awareness and Engagement of CSCF Talent Solutions to Employees and Customers Before, During and After Interactions through:
 - Email Marketing
 - Social Media Engagement
 - Marketing Campaigns
 - Public Relations
 - Internal Communications
 - Public Affairs

- **IMPLEMENT TALENT SOLUTIONS**

- Enhance Customer Journey by Targeting Niche Customers to Drive Relationships More Effectively
- Deliver CSCF Value Proposition Messages Across 5-County Region to Achieve Deeper Customer Loyalty and Satisfaction and Engagement

HUMAN RESOURCES DEPARTMENT— \$1.03M

HR STRATEGIC INITIATIVES - \$405K



CSCF PROFESSIONAL DEVELOPMENT

Create CareerSourcers Culture

Goal

Align Professional Development Priorities to Key CSCF Values

- Purpose Driven (North Star)
- Innovation (Training)
- Integrity (Trust Creed)

Key Performance Outcomes

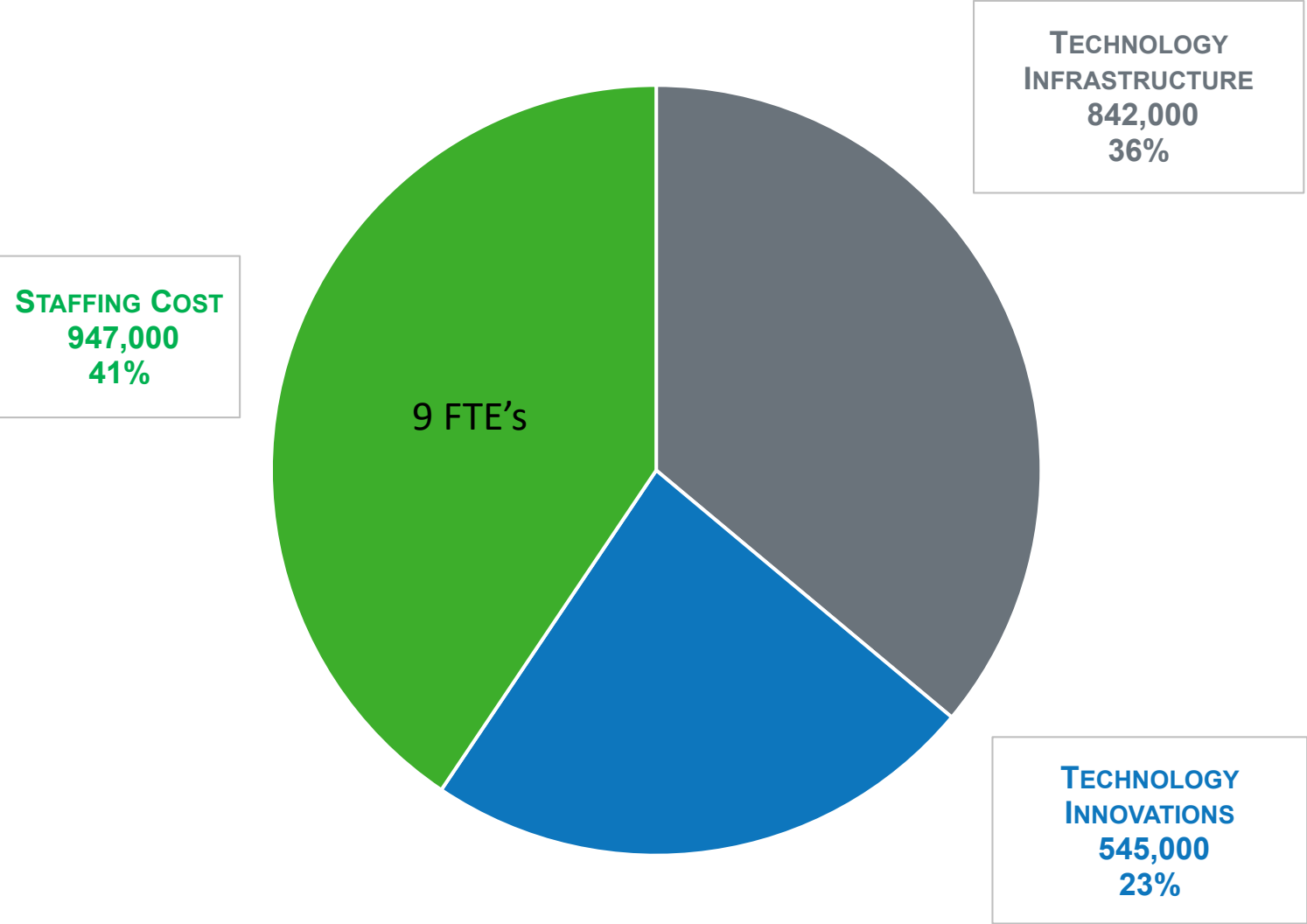
- ✓ Improve Job Performance and Ensure Compliance
- ✓ Talented and Effective Leaders Through Leadership Development and Succession Management
- ✓ Elevate Emotional Intelligence and Increase Adoption of “CareerSourcer” Attributes and competencies
- ✓ Ensure New CSCF Staff are Acclimated into Culture Effectively



CSCF Professional Development
Priorities

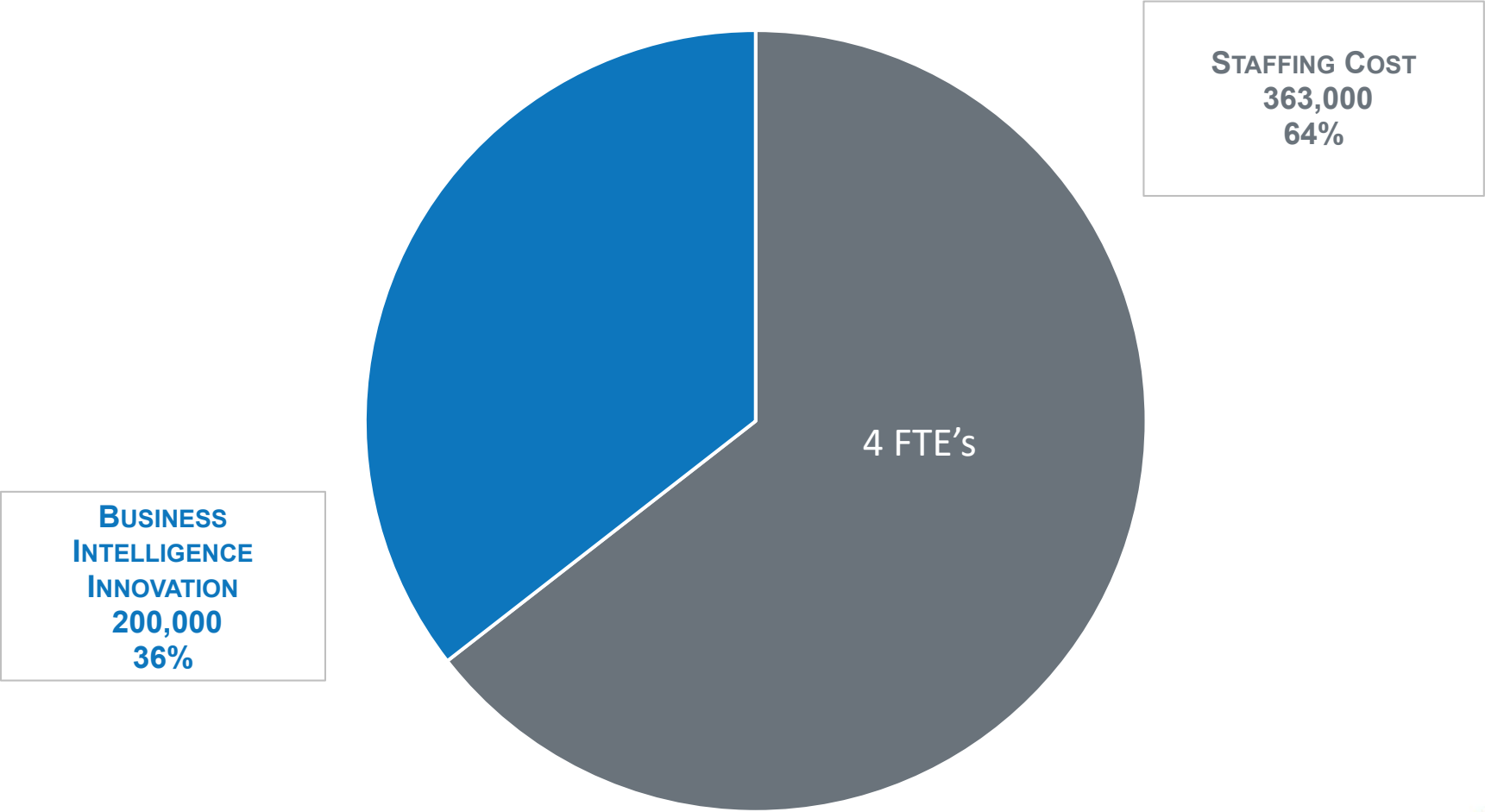
INNOVATION & TECHNOLOGY DEPARTMENT – \$2.33M

INNOVATION & TECHNOLOGY STRATEGIC INITIATIVES - \$1.587M



BUSINESS INTELLIGENCE & INNOVATION– \$563K

INNOVATION & TECHNOLOGY STRATEGIC INITIATIVES -
\$1.587M - CONTINUED



INNOVATION & TECHNOLOGY STRATEGY

Deliver Best-in-Class Technology Solutions (Infrastructure)

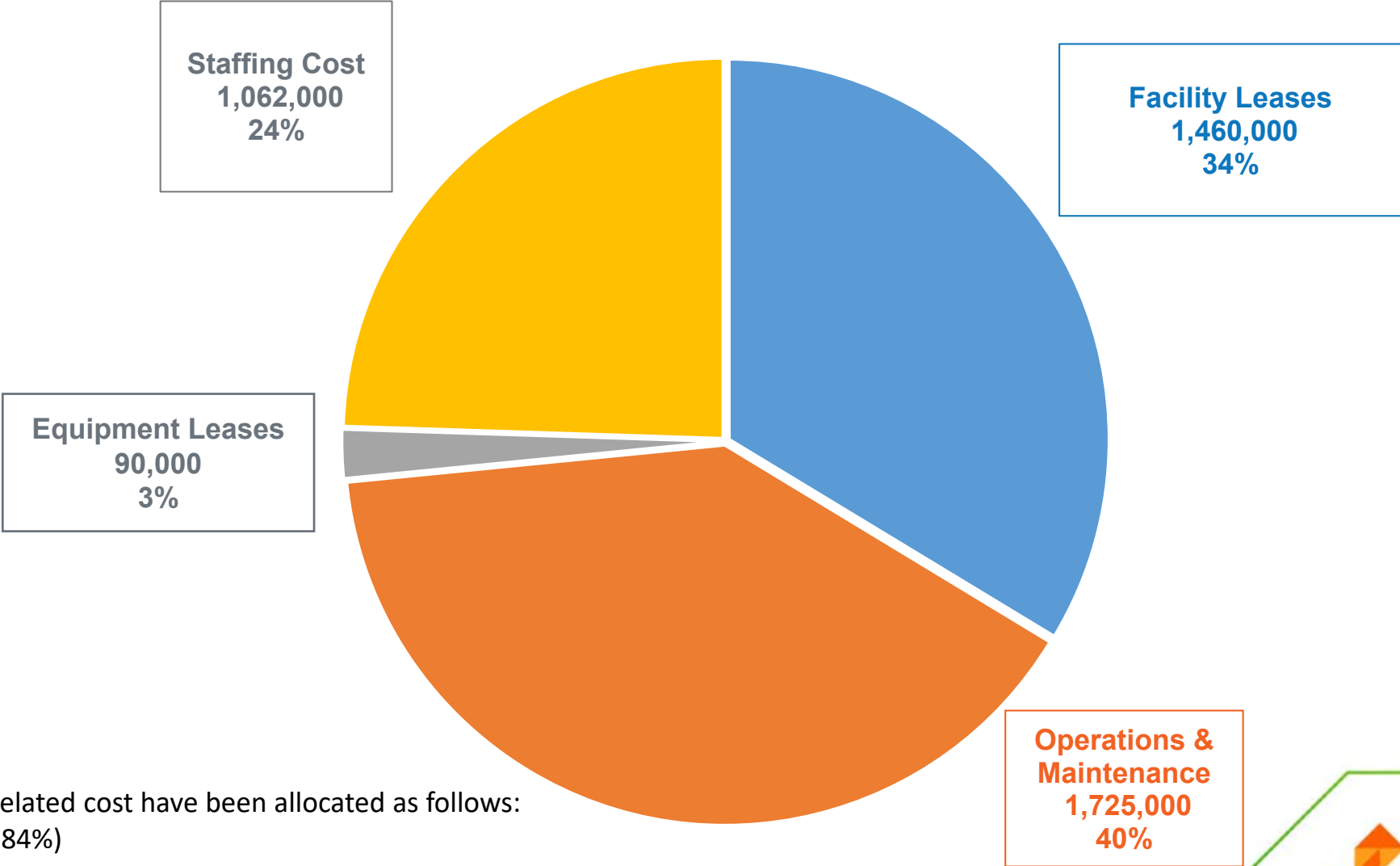
- Expand CSCF's Technology Portfolio to Enhance Digital Solutions that Inform and Engage Internal and External Audiences (Aerohive AP's, separate secured wifi's, data visualization)
- Design a Modern, Resilient Technology Infrastructure and Hybrid working environment with secure platforms to Meet Next Generation Technology Requirements. (WAN)
- Improve and Enhance Cloud-based and Mobile Technology Solutions for Secure Virtual Service Delivery (Cloud services and performance)

Deliver Technology & Business Intelligence Innovations

- Elevate CSCF's Contact Center to Become a Virtual Full-Service Experience Aligned to the Customer Journey. (2022 Strategy alignment)
- Develop a Customer Satisfaction Strategy Driving Deep Loyalty that is measurable and proactive. (2022 Strategy alignment)
- Enhance and leverage business intelligence to make data driven decisions, strategies, and provide insights about the region's workforce (workforce intelligence, operational excellence model)
- Upgrade Laptop and Mobile Devices Utilized at Career Centers to Create New Career Seeker Experiences (All staff laptop, cell, home equipment upgrades)
- Expand Customer Relationship Management solutions with industry leading marketing tool integration and data integrity. (CRM)

FINANCE, FACILITIES & RELATED COST – \$4.34M

FACILITIES, MAINTENANCE & RELATED COST- \$3.3M



***Note:** The \$3.3M in facilities & related cost have been allocated as follows:

- \$2.8M Talent & Recruitment (84%)
- \$520K in G&A (16%)

FACILITIES

(1) Lake (Lake Sumter SC)	
Total Square Foot	11,669
Annual Rental Cost	\$164,725
Expiration Date	5/31/2023

(2) Seminole	
Total Square Foot	10,031
Annual Rental Cost	\$176,822
Expiration Date	6/30/2026

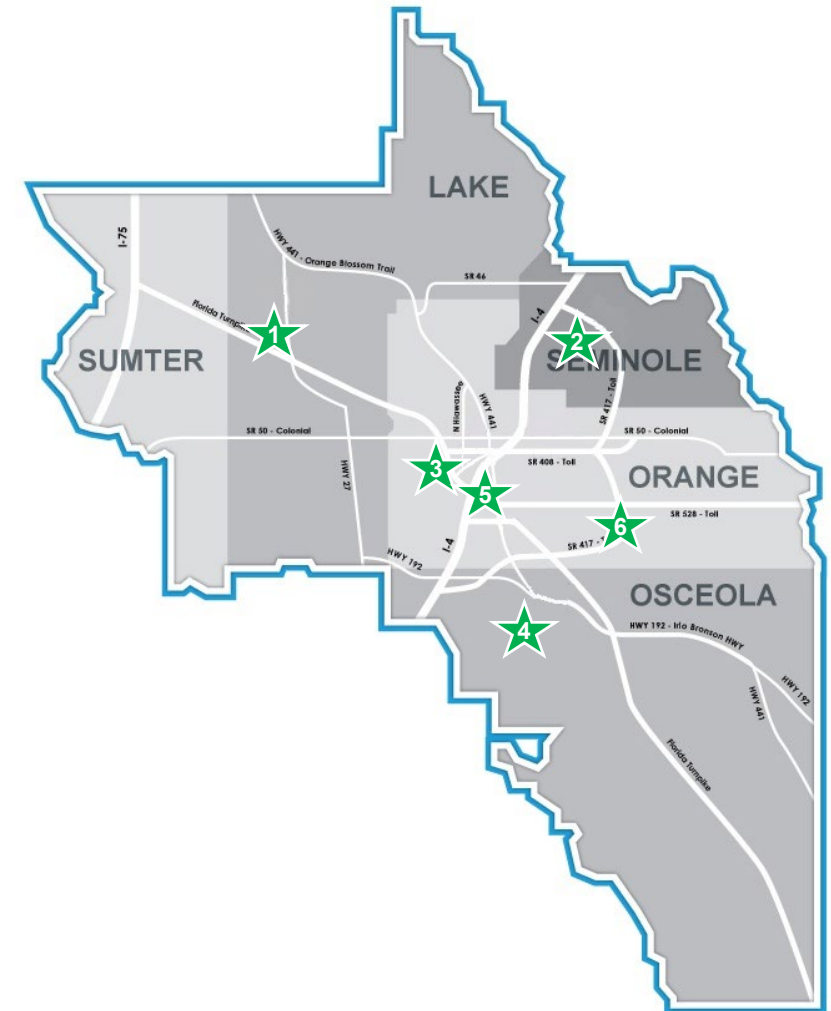
(3) West Orange	
Total Square Foot	12,000
Annual Rental Cost	\$309,270
Expiration Date	07/31/2025

(4) Osceola	
Total Square Foot	12,731
Annual Rental Cost	\$190,965
Expiration Date	12/31/2029

(5) Administration	
Total Square Foot	14,932
Annual Rental Cost	\$377,904
Expiration Date	4/30/2026

(6) Southeast Orange	
Total Square Foot	12,363
Annual Rental Cost	\$239,973
Expiration Date	3/31/2022

Rent / Related cost for maintaining locations represents approximately 7.9% of total rent



G&A PROFESSIONAL SERVICES

\$450K

Accounting / External Monitoring

\$200K

- External Financial Audit Fees and Third-party Financial Monitoring

Payroll & Broker Fees

\$150K

- Benefit Broker Fees and Third-party Payroll Services

Legal

\$100K

- General Counsel Fees and Employment Law Support

SUMMARY & BUDGET ASSUMPTIONS

- Fiscal Responsibility
 - Total Funding Revenue \$42M; Year-over-Year \$4.2M or 9.1% decrease
 - 81.8% Earmarked to Deliver Talent Solutions; 18.2% in General & Administrative
 - The proposed budget for salaries will reflect a 3% merit increase average overall. Merit increases are awarded based upon achievement of annual performance goals.
 - Employee health benefits reflects an increase of 7% of current cost based on market rate, with minimal impact to employee costs or plan structure for the program year.
 - The total amount budgeted for administrative cost will be to not exceed 9%, lower than the state allowable cap of 10%.

[RETURN TO AGENDA](#)





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FAX 407-244-5690
gray-robinson.com

BOCA RATON
FORT LAUDERDALE
FORT MYERS
GAINESVILLE
JACKSONVILLE
KEY WEST
LAKELAND
MELBOURNE
MIAMI
NAPLES
ORLANDO
TALLAHASSEE
TAMPA
WASHINGTON, DC
WEST PALM BEACH

MEMORANDUM

TO: CareerSource Central Florida Consortium Members **Agenda Item 5B 1)**
FROM: GrayRobinson, P.A.
DATE: June 25, 2021
SUBJECT: The Central Florida Area Workforce Development Consortium Interlocal Agreement

Federal law requires as a condition of receiving federal funding under the Workforce Innovation and Opportunity Act that local governing authorities act in certain ways to establish and periodically appoint members of the local workforce development board. A “consortium” is one type of organizational structure used in Florida to fulfill this requirement.

CareerSource Central Florida uses a consortium model which covers a five county area that includes Osceola, Orange, Seminole, Lake and Sumter Counties. The Consortium oversees CareerSource Central Florida, which is governed by a Board of Directors comprised of volunteers representing all five counties. Oversight by the Consortium is provided through an Interlocal Agreement between the CareerSource Central Florida Board of Directors and the County Commissioners from the five counties.

The current Central Florida Area Workforce Development Consortium Interlocal Agreement is scheduled to expire on May 3, 2022. Below is a proposed timeline for preparing and entering into a new interlocal agreement:

July 2021 -- GrayRobinson prepares amendments to the current Interlocal Agreement

August 2021 -- redlined Interlocal Agreement sent to each County

Aug-Sep 2021 -- CEO of CSCF meets with each County to review the amended Interlocal Agreement

Sep-Oct 2021 -- County reviews and takes action on the amended Interlocal Agreement at BOCC Meetings

Nov 2021 -- each County signs amended Interlocal Agreement

Dec 2021 -- Consortium provides final approval of amended Interlocal Agreement at the December 2021 Consortium meeting

PRESIDENT & CEO REPORT

PAM NABORS

SCORECARD

PROGRAM YEAR 2020-2021
JULY 1 – MAY 31, 2021

BOARD PRIORITIES

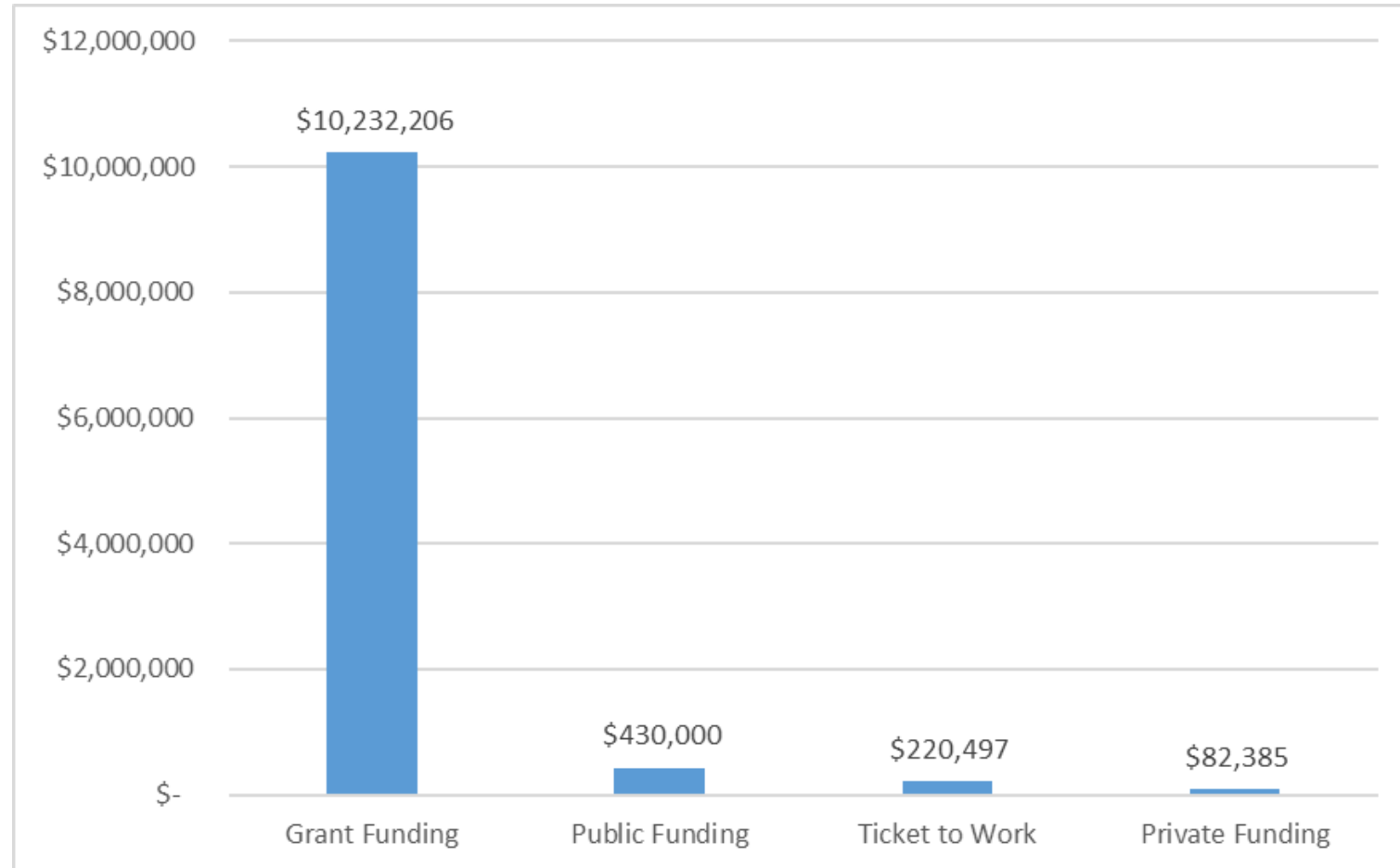
DIVERSIFY REVENUE STREAMS TO ADJUST FOR
VARIABLES IN FEDERAL FUNDING

DELIVER TALENT SOLUTIONS TO IGNITE POTENTIAL

DELIVER TALENT ACQUISITION STRATEGIES FOR
BUSINESSES IN SIX HIGH GROWTH INDUSTRIES

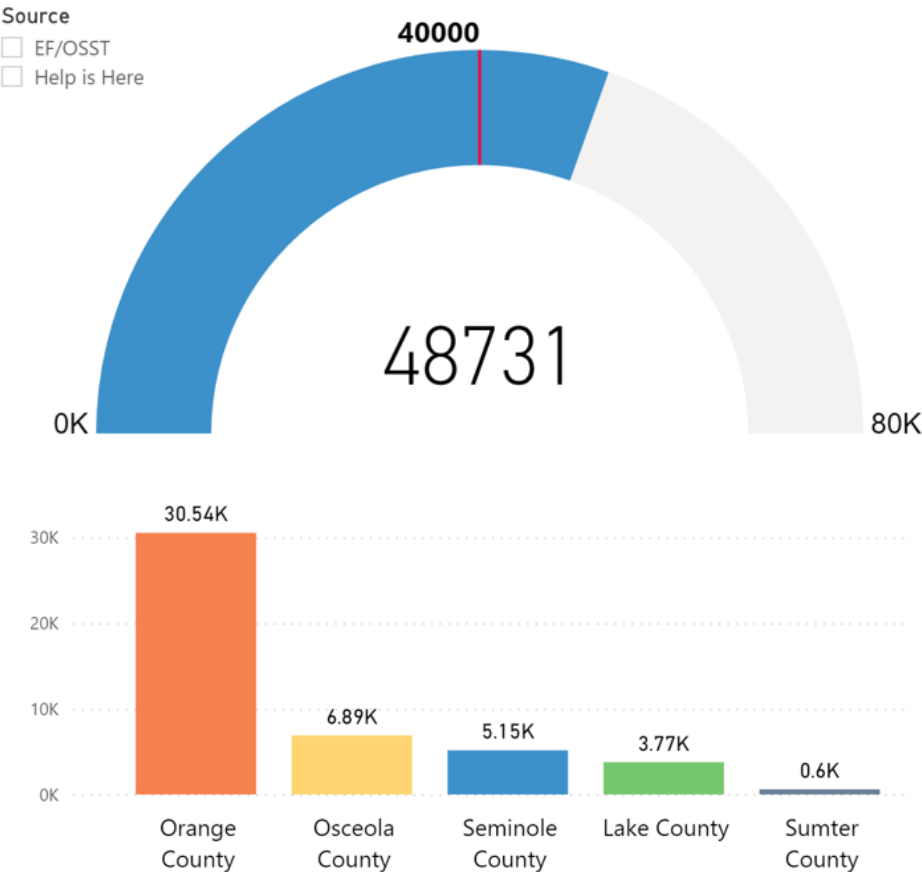
DIVERSIFY REVENUE STREAMS TO ADJUST FOR VARIABLES IN FEDERAL FUNDING

Revenue Diversity Goal	\$ 1,600,000
Grant Funding	
Help is Here - Orange County	\$ 7,500,000
Veterans Award	\$ 32,206
Project Opioid	\$ 2,700,000
	\$ 10,232,206
Public Funding	
Orange County (Youth Grant)	\$ 200,000
Community Action Agency	\$ 120,000
Mount Dora	\$ 50,000
City of Apopka	\$ 30,000
City of Ocoee	\$ 10,000
City of St. Cloud	\$ 20,000
	\$ 430,000
Ticket to Work	\$ 220,497
Private Funding	
Board Member Contributions	\$ 19,250
Additions Financial Bank	\$ 40,000
Bank of America	\$ 15,000
Valencia College	\$ 5,000
Orlando Business Journal	\$ 3,000
Misc. (PayPal Contributions)	\$ 135
	\$ 82,385
YTD Revenue Diversity	\$ 10,735,088
Percentage of Goal	671%

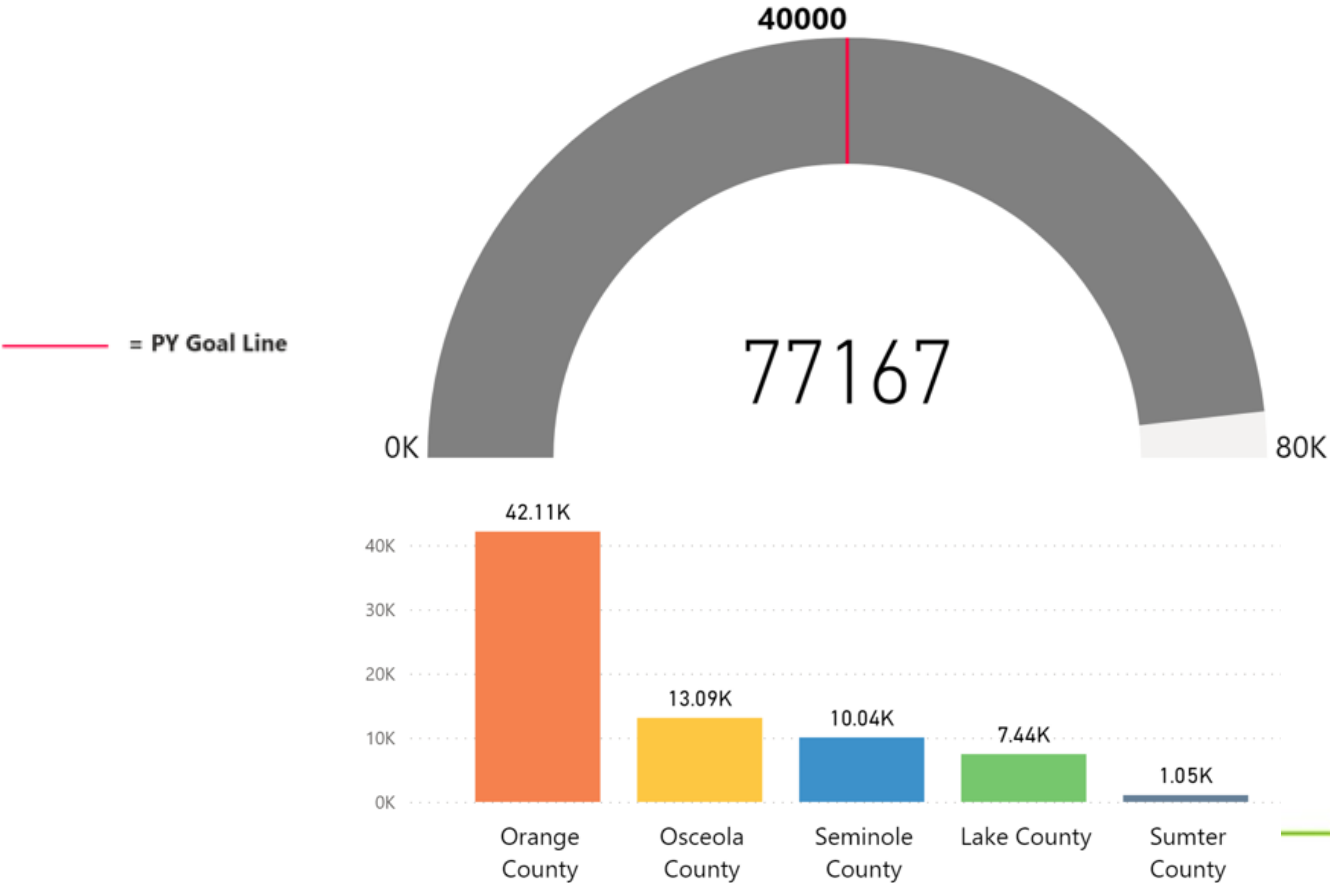


DELIVER TALENT SOLUTIONS
TO IGNITE POTENTIAL

Customers Served
July 1 – May 31: 2020-2021

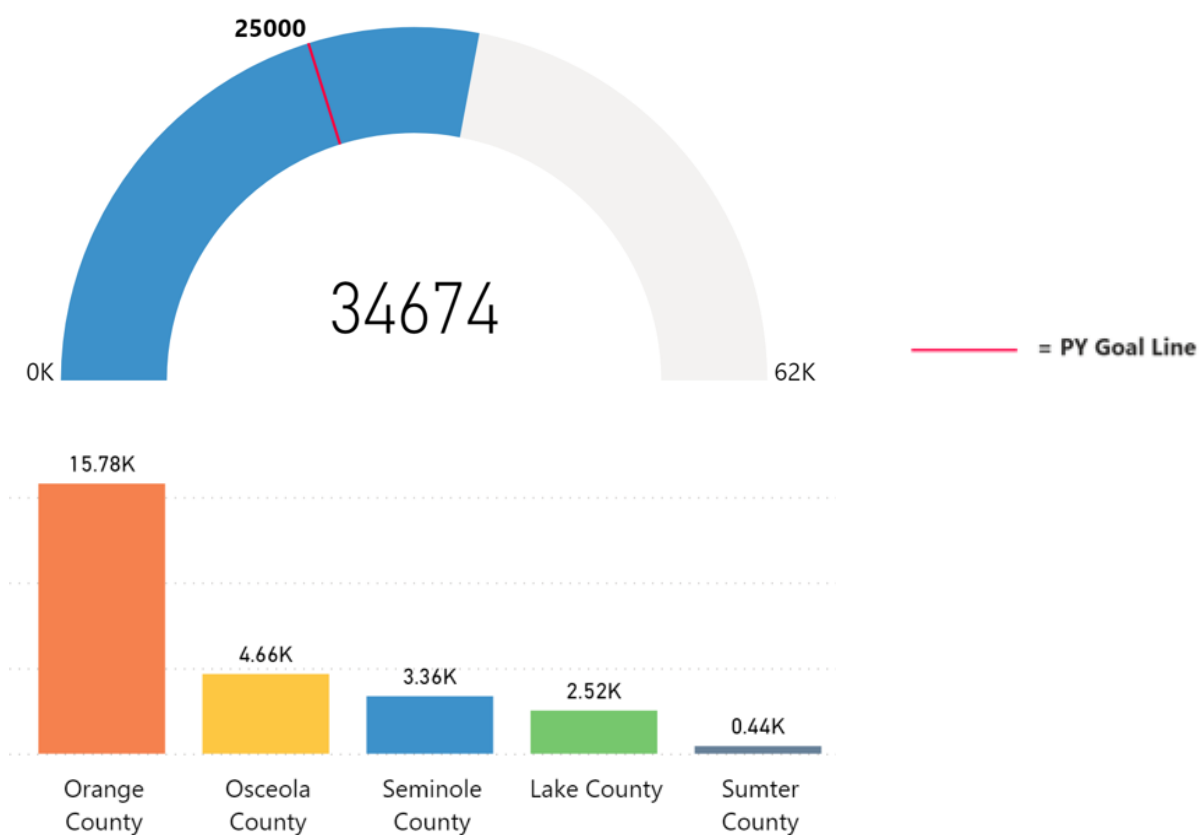


Customers Served
July 1 – May 31: 2019-2020

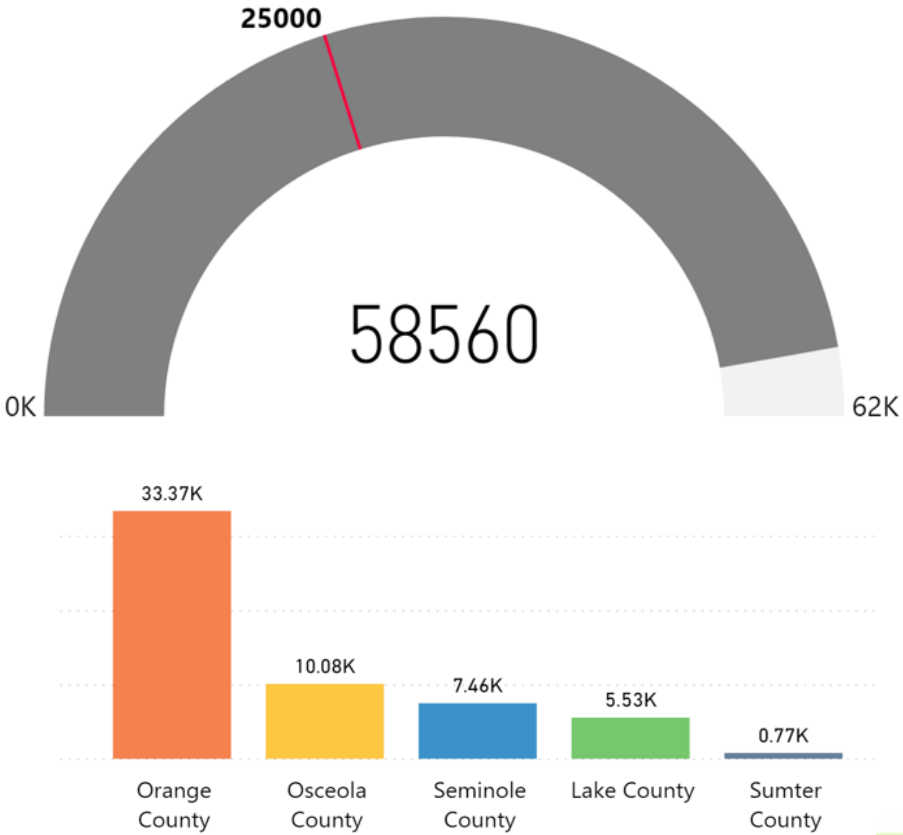


DELIVER TALENT SOLUTIONS
TO IGNITE POTENTIAL

Customers Engaged
July 1 – May 31: 2020-2021

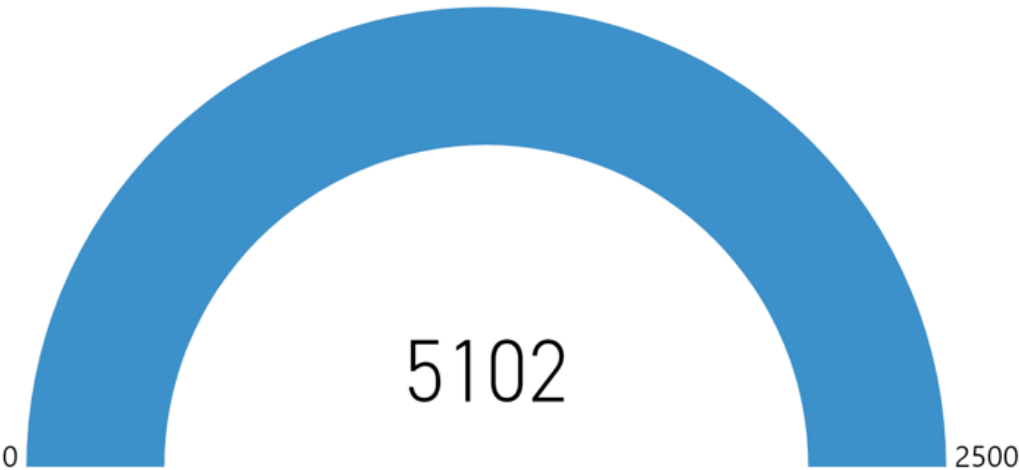


Customers Engaged
July 1 – May 31: 2019-2020

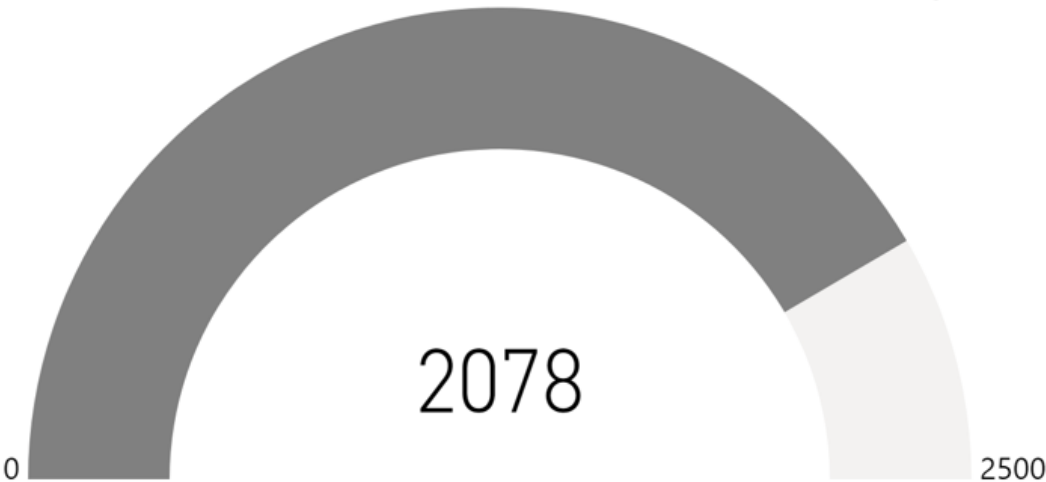


DELIVER TALENT SOLUTIONS
TO IGNITE POTENTIAL

Career Seekers in Training
July 1 – May 31: 2020-2021

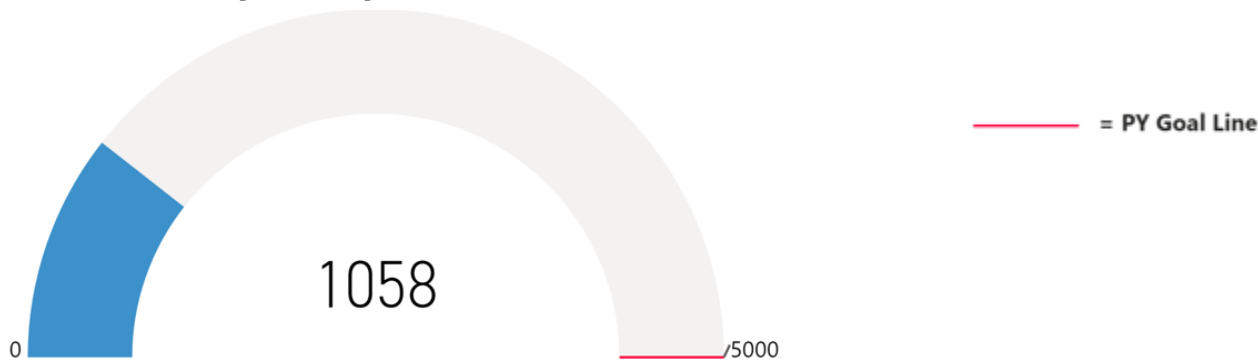


Career Seekers in Training
July 1 – May 31: 2019-2020



DELIVER TALENT SOLUTIONS
TO IGNITE POTENTIAL

Career Seekers Trained and Placed
July 1 – May 31: 2020-2021



Employment Targeted Sector	Distinct Placements	Percent	Average Wage	Median Wage
Trade & Logistics	208	19.66%	\$18.07	\$16.00
IT & Finance	204	19.28%	\$19.49	\$16.00
Healthcare	200	18.90%	\$15.70	\$14.95
Other	186	17.58%	\$16.15	\$15.00
Construction & Utilities	133	12.57%	\$18.19	\$16.40
Manufacturing	69	6.52%	\$16.67	\$15.00
Hospitality/Tourism	60	5.67%	\$12.65	\$12.26

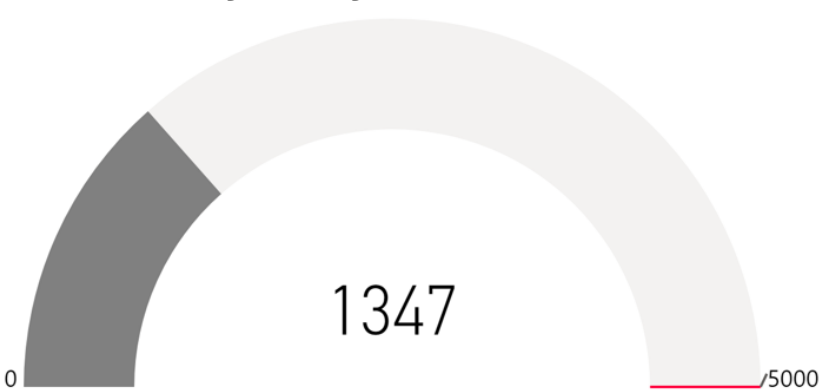
\$17.25

Average Wage

\$15.00

Median Wage

Career Seekers Trained and Placed
July 1 – May 31: 2019-2020



Employment Targeted Sector	Distinct Placements	Percent	Average Wage	Median Wage
IT & Finance	182	13.56%	\$16.92	\$14.76
Manufacturing	104	7.75%	\$16.76	\$15.00
Trade & Logistics	286	21.31%	\$16.26	\$15.00
Construction & Utilities	142	10.58%	\$15.70	\$15.00
Healthcare	306	22.80%	\$14.67	\$13.00
Other	206	15.35%	\$13.29	\$12.00
Hospitality/Tourism	120	8.94%	\$10.82	\$10.25

\$15.03

Average Wage

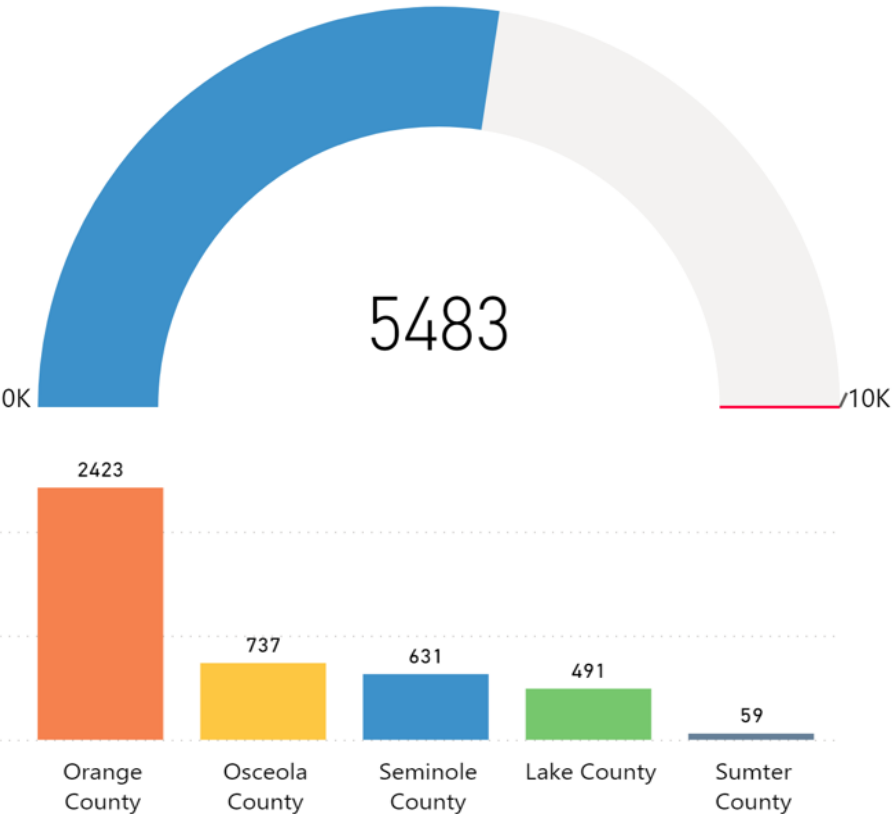
\$13.89

Median Wage

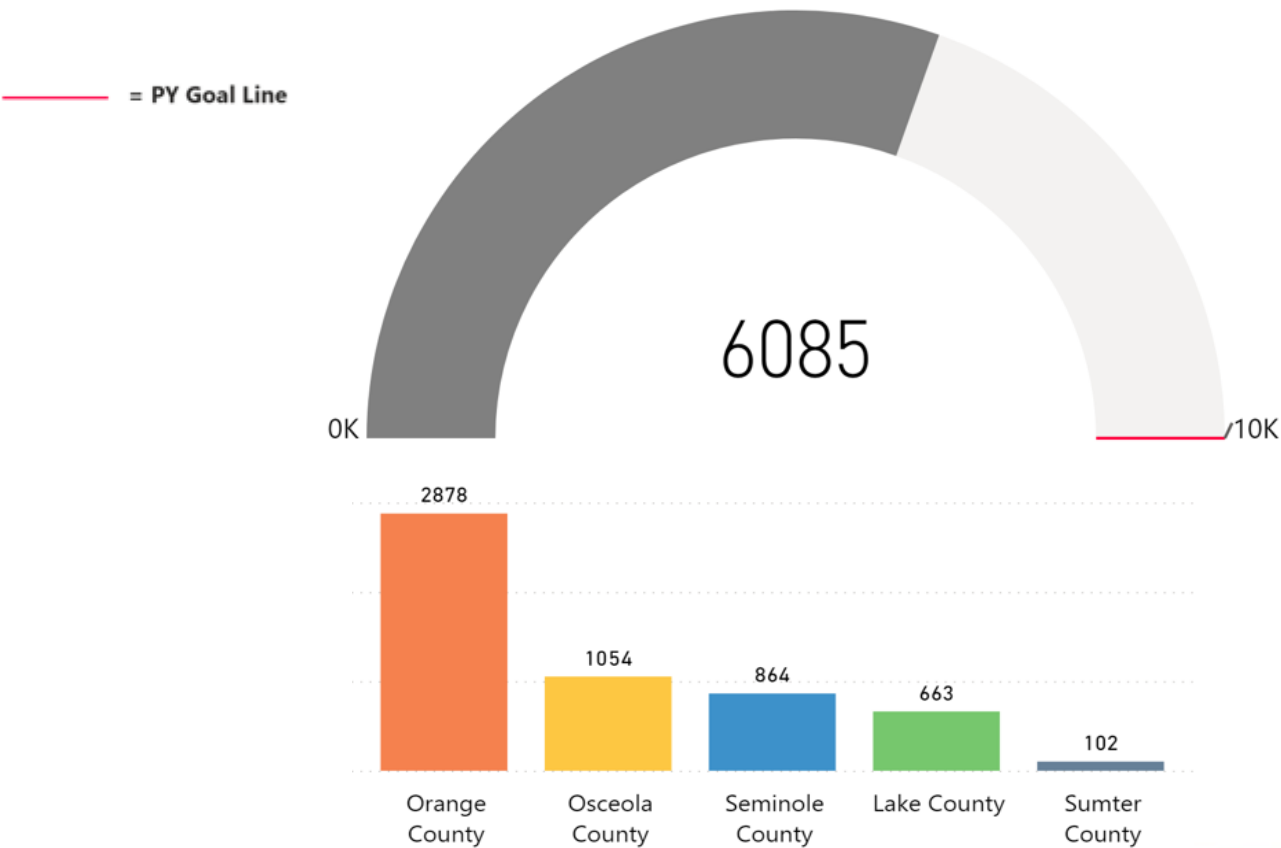


DELIVER TALENT SOLUTIONS
TO IGNITE POTENTIAL

Career Seekers Placed
July 1 – May 31: 2020-2021



Career Seekers Placed
July 1 – May 31: 2019-2020



DELIVER TALENT SOLUTIONS TO IGNITE POTENTIAL

Data Source: Employ Florida
SQL Server

Data Start Date
July 1, 2020

Data Through
May 31, 2021

Meeting Packet Page 76

Average Wages By Employment Targeted Sector

\$17.25

Average Wage

\$15.00

Median Wage

IT & Finance

\$19.49

Construction & Utilities

\$18.19

Trade & Logistics

\$18.07

Manufacturing

\$16.67

Other

\$16.15

Healthcare

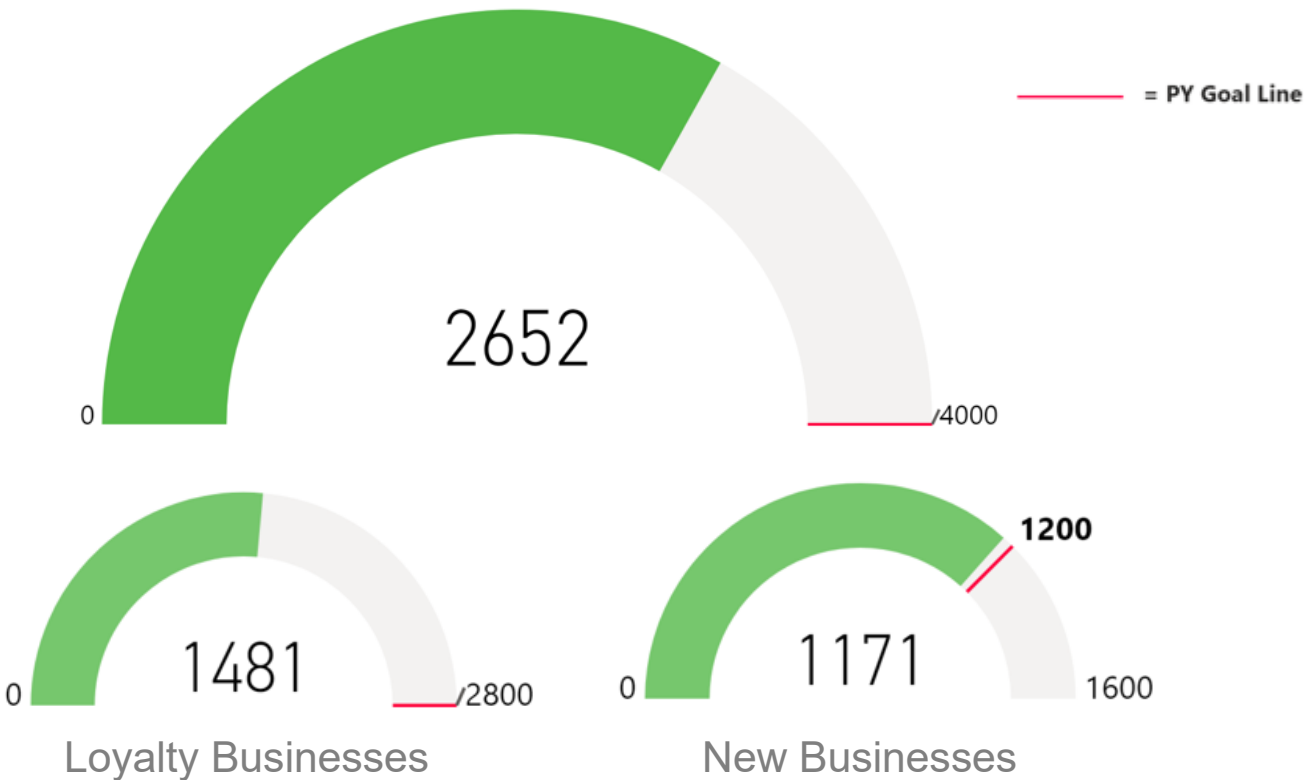
\$15.70

Hospitality/Tourism

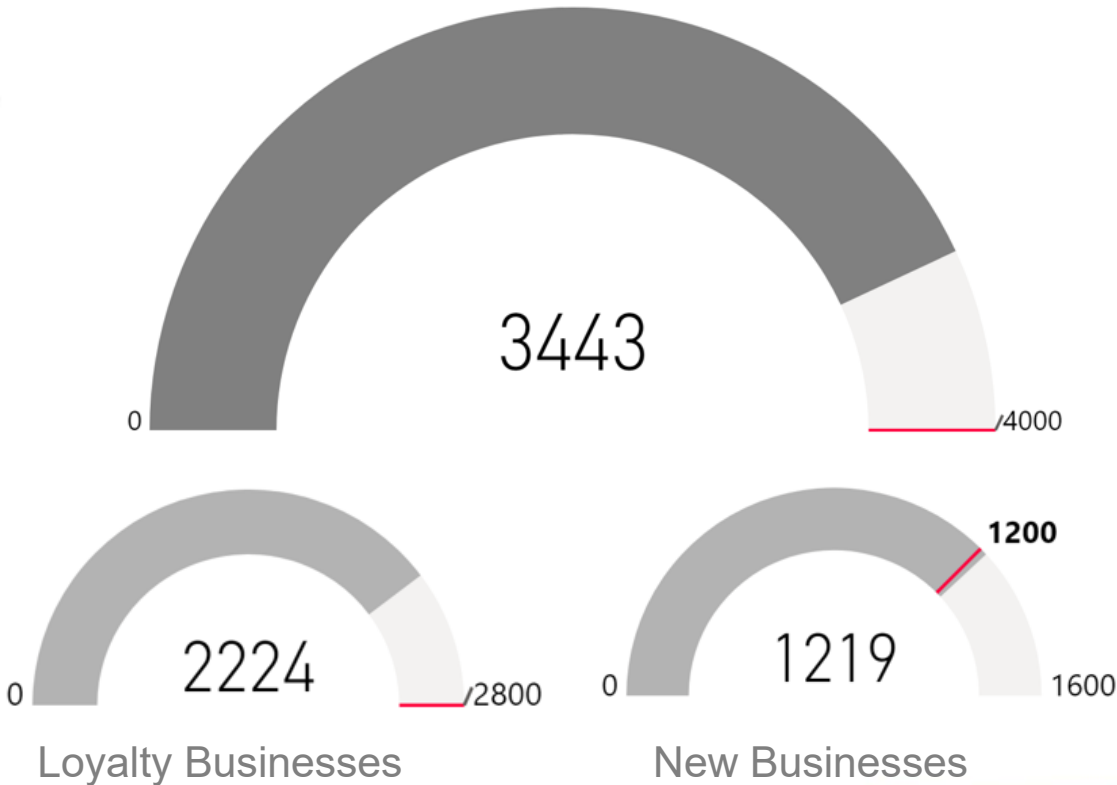
\$12.65

DELIVER TALENT ACQUISITION STRATEGIES FOR BUSINESSES IN HIGH GROWTH INDUSTRIES

Businesses Served
July 1 – May 31: 2020-2021



Businesses Served
July 1 – May 31: 2019-2020



OTHER UPDATES

“Fostering Opioid Recovery Through Training & Employment” (FORTE)

**\$2.7M
4-Year
Grant**

FORTE Launched May 27

- **Engaging Business Community**

- Educate and Train HR Teams on How to Identify and Support Employees Who May Be Impacted by Opioids
- Support Enhancements of Employee Assistance Plans to Include Opioid Awareness and Recovery
- Educate Businesses on How to Administer Life-Saving Nasal Spray NARCAN®

Up Next ...

- Host Employer Workshops and Seminars
 - First Workshop June 29
- FORTE Landing page on CSCF Live
 - www.CareerSourceCentralFlorida.com/FORTE

RETURN TO AGENDA



Meeting Details

Meeting Agenda

Welcome

Roll Call

Chair/Vice Chair
Nomination

Public
Comment

Action / Info
Items

► **Adjournment**

ADJOURNMENT OF CONSORTIUM

THANK YOU!

[RETURN TO AGENDA](#)

